

WASHINGTON ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD MINUTES: EXECUTIVE SESSION, REGULAR MEETING AND
EXECUTIVE SESSION

2011-2012

April 26, 2012

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

I. SPECIAL MEETING

A. Call to Order and Roll Call

Mr. Maza called the meeting to order at 6:31 p.m. Governing Board members constituting a quorum were present: Mr. Chris Maza, Mr. Aaron Jahneke, and Mrs. Tee Lambert. Ms. Clorinda Graziano and Mr. Bill Adams were not in attendance. (Ms. Graziano joined the meeting at 6:42 p.m. during Agenda Item IV.C. - Executive Session.)

B. Adoption of the Amended Special Meeting Agenda

A motion was made by Mrs. Lambert that the Governing Board adopt the Amended Special Meeting Agenda. The motion was seconded by Mr. Jahneke. The motion carried.

UNANIMOUS

II. 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 Special 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 2011 Interest-based Negotiation (IBN) process.

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

III. RECESSING OF SPECIAL MEETING FOR EXECUTIVE SESSION

IV. 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 A.R.S. §38-431.03 unless pursuant to specific statutory exception.

April 26, 2012

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 2011 Interest-based Negotiation (IBN) process.

V. **RECESSING OF EXECUTIVE SESSION FOR REGULAR MEETING**

VI. **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. Aaron Jahneke, Ms. Clorinda Graziano, and Mrs. Tee Lambert. Mr. Bill Adams 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 Amended Regular Meeting Agenda**

A motion was made by Mrs. Lambert that the Governing Board adopt the Amended Regular Meeting Agenda, with flexibility. 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 12, 2012 Executive Session, Regular Meeting and Executive Session. The motion was seconded by Mr. Maza. The motion carried.

UNANIMOUS

This matter was revisited later in the meeting. The approval of the Minutes of the April 12, 2012 Executive Session, Regular Meeting and Executive Session was tabled due to the lack of a quorum of attendees at that meeting.

TABLED

F. **Current Events: Governing Board and Superintendent**

Dr. Cook introduced Ms. Diana Howsden, Head Start Director who, in turn, introduced Ms. Shelly Alexander, Manzanita Head Start instructor. Ms. Alexander acknowledged and thanked the parents for their support of the students and the Head Start Program. The students sang and performed a story that promoted literacy and language for preschoolers. Each student was presented with a certificate and a book.

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

- Annual Washington Elementary School District Student Art Exhibit at Arizona State University, West Campus.
- Cholla Regional Choir, Band and Orchestra Concert.
- ASPIRE Graduation – Mr. Jahneke said he was pleased to visit with the graduates.
- SOSAz Quality Jobs Initiative Event at Calvary Church – Mr. Jahneke stated it was always good to get new information.

Mrs. Lambert shared that she enjoyed attending the following events:

- Annual Washington Elementary School District Student Art Exhibit at Arizona State University, West Campus.
- Cholla Regional Choir, Band and Orchestra Concert – Mrs. Lambert thanked Moon Valley High School for hosting the event on their campus and appreciated the feeling of community collaboration (e.g., elementary, middle school, and high school connection) for promoting the arts.

Mrs. Lambert acknowledged the article in *Education Executive* about the District and the leadership of Superintendent, Dr. Susie Cook. She was pleased that the article mentioned the Green Schoolhouses and presented the District in a positive manner.

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

- Annual Washington Elementary School District Student Art Exhibit at Arizona State University, West Campus – thanked the parents who attended the event to support their children. Ms. Graziano also thanked the art teachers for their efforts.
- Cholla Regional Choir, Band and Orchestra Concert – reiterated Mrs. Lambert’s appreciation for Moon Valley High School hosting the event.
- Richard E. Miller and Royal Palm Schools’ Family Fun Festival.
- Chaperoned Shaw Butte 5th grade students’ visit to the Music Instrument Museum.
- Palo Verde’s Family Fun Night at McDonald’s (fundraiser).
- 7th and 8th grade Track and Field Meet at Washington High School – thanked Natalie McWhorter and everyone involved. Acknowledged Thunderbird High School for hosting the 5th and 6th Grade Track Meet to be held on April 28, 2012.
- ASPIRE Graduation – congratulated the aspiring administrators and thanked Dr. Lyn Bailey for her efforts.

Ms. Graziano acknowledged and thanked the following schools and students for the artwork displayed in the Governing Board Room:

- Chaparral Elementary School
- Ironwood Elementary School
- John Jacobs Elementary School
- Lookout Mountain Elementary School
- Moon Mountain Elementary School
- Shaw Butte Elementary School

Mr. Maza shared that he enjoyed speaking to the volunteers at the Oasis Celebration. Mr. Maza stated he appreciated the power of community involvement within the District.

Mr. Maza acknowledged the attendance of former Washington Elementary School District Board member and past Board President, Ms. Bev Kraft.

G. Special Recognition

Dr. Cook introduced Ms. Audrey Alexander, Director of Transportation who, in turn, recognized Mr. Antonio Mlynek, Transportation Supervisor, who received a “Best Practices Award” from the Arizona Association of School Business Officials (AASBO) for safety awareness in student transportation. The award recognized Tony for coordinating a statewide public awareness program to increase the

awareness of the need to stop when a school bus displays the stop sign and flashing lights. The program includes posters that can be ordered for display and television commercials that will be aired repeatedly before the start of school in August. The television commercial was presented for viewing. Mr. Mlynek was presented with a certificate.

H. Public Participation

There was no public participation.

VIII. ACTION / DISCUSSION ITEMS (moved at discretion of Chair)

B. Solar Services Agreement (SSA) With Tioga Solar Phoenix I, LLC

UNANIMOUS

Dr. Cook introduced Ms. Cathy Thompson who advised the Board that the District was proceeding with the installation of solar equipment at Mountain View and Sunnyslope schools as a result of solar incentive funding received from Arizona Public Service (APS). Ms. Thompson stated that Tioga Solar Phoenix I, LLC presented the District with a Solar Services Agreement (SSA) in which they will agree to finance the installation of solar equipment at Mountain View and Sunnyslope schools and sell the solar power generated by this equipment back to the District at a cost of \$0.069/kWh. The agreement includes a 0.00% annual escalator so the proposed price will remain firm for the 20-year term of the contract. The estimated savings for electricity over the term of the contract is approximately \$1.1 million at Mountain View and approximately \$1.0 million at Sunnyslope.

Mrs. Lambert asked the following questions:

- Who will be responsible for ongoing maintenance of the solar equipment? Ms. Thompson replied that the solar equipment is not owned by the District, therefore, the ongoing maintenance will be the responsibility of the provider.
- Who will be responsible for the maintenance of the roof on which the solar equipment will be installed? Ms. Thompson responded that a consultant inspected the roof and the recommended minor repairs will be completed before the solar equipment is installed. The repairs will ensure that the roof will be able to maintain the solar equipment for the length of the contract.
- Since the District will sell the excess power generated to APS, will the District have to provide storage for any excess power generated? Ms. Pierce advised there will not be a need for storage as there will be a reconciliation at the end of the year.

Ms. Graziano asked the following questions:

- Will the APS grant pay for the entire cost of the solar installation? Ms. Thompson advised that APS provides renewable energy credits after the District installs the solar equipment which will lower the cost of the installation. Ms. Thompson stated that Wilson Electric will install the solar equipment and Tioga Solar will be the firm who owns and maintains it. The District will purchase the solar power from Tioga Solar.
- Asked for confirmation that the District purchases the electricity from Tioga Solar and what is not used will be sold to APS. Ms. Thompson advised that the District had made every effort to have the solar system sized so that it generates a certain percentage of power for that meter and that the power is not over-generated because the rate that APS will pay for the excess power is lower than the rate paid to APS.
- Asked if there was a minimum or maximum amount of power that the

District was required to produce? Ms. Sue Pierce advised that there was a provision in the contract whereby, as a minimum, the District was required to produce 50% of the projected generation.

- Asked how the District determined how much power would be required to be produced? Ms. Pierce stated that the District utilized an online calculator by entering information, e.g., amount of demand for size of building. The calculator indicated the size of the solar system that would be needed.
- Asked how much the District currently pays APS per kWh? Ms. Pierce advised that the District currently pays approximately \$0.091/kWh which compares to the \$0.069 kWh that will be paid to Tioga Solar (before adding on taxes, meter fees, transmission fees, etc.).

A motion was made by Ms. Graziano that the Governing Board approve the Solar Services Agreements (SSA) with Tioga Solar Phoenix I, LLC to provide solar energy at Mountain View Elementary School and Sunnyslope Elementary School. Additionally, it was moved that the Governing Board authorize the Superintendent to execute all agreement documents. The motion was seconded by Mrs. Lambert. The motion carried.

Mr. Marty Jones, attorney with Gust Rosenfeld, advised the Governing Board that the statute requires the Board to make a finding that the feasibility study submitted by Tioga Solar Phoenix I, LLC had been reviewed and was determined that it would save money to do this project.

Mrs. Lambert made a friendly amendment to her motion that the Governing Board received the feasibility study for Mountain View and Sunnyslope Schools submitted by Tioga Solar Phoenix I, LLC and after review, determined that the District will save money by executing the agreement documents. The friendly amendment carried.

VI. REGULAR MEETING (continued)

I. Approval of the Consent Agenda

UNANIMOUS

Mrs. Lambert requested that Item *VII.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 Ms. Graziano. The motion carried.

VII. CONSENT AGENDA

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

UNANIMOUS

Approved and ratified the vouchers as presented.

***B. Personnel Items**

UNANIMOUS

Approved the personnel items as presented.

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

Dr. Cook introduced two new administrators approved by the Board: Susan Brown, Principal at Moon Mountain Elementary School, and Enoch Davis, Assistant

Principal at Orangewood School. Dr. Cook acknowledged the staff members/selection committee members from the schools who were in attendance to support the new administrators. Ms. Brown and Mr. Davis introduced their families and thanked their families and school staff members, who were in attendance, for their support.

- *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. Lynn Broddy (in memory of her spouse) donated 10 violins with a value of \$1,297.70 for the benefit of violin students at Sunnyslope School.
 2. Valley of the Sun United Way donated Little Tykes Young Explorer Computers with a value of \$5,599.98 for the benefit of the Head Start Program at Richard E. Miller Elementary School.
 3. Valley of the Sun United Way donated Little Tykes Young Explorer Computers with a value of \$6,000.00 for the benefit of the Special Needs Preschool Program at Maryland School.
 4. Scott Turner donated a check in the amount of \$3,000.00 for the benefit of students at Desert View Elementary School, Moon Mountain Elementary School, Mountain Sky Junior High School, Richard E. Miller Elementary School, and Royal Palm Middle School.
- *D. Out-of-County/State Field Trip **UNANIMOUS**
Approved the Out-of-County/State Field Trip as presented.
1. Rebecca Opalka, Cholla Middle School, submitted an out-of-county/state field trip to Camp Pinerock, Prescott, AZ, April 30, 2012, for students in the 21st Century Program at a cost of \$2,390.00.
 2. Cindy Vermeer, Royal Palm Middle School, submitted an out-of-county/state field trip to Camp Pinerock, Prescott, AZ, April 30, 2012, for students in the 21st Century Program at a cost of \$2,308.00.
- *E. Award of Contract – RFP No. 11.032, Bond Underwriting Services to Piper Jaffray & Co. **UNANIMOUS**
- *F. Award of Contract – RFP No. 11.033, Financial Consulting Services to Stone & Youngberg, a Division of Stifel Nicolaus **UNANIMOUS**
- *G. Issue RFP for Specified Services – No. 12.002, Drug Testing Services and No. 12.003, Background Check Services **UNANIMOUS**
- *H. Acceptance of the Virginia G. Piper Charitable Trust Grants in the Amount of \$41,000.00, the Grand Canyon Association Grant in the Amount of \$400.00 and the Thunderbird Foundation Grant in the Amount of \$1,500.00 **UNANIMOUS**
- *I. Memorandum of Understanding with WestEd, Heller Research Associates and Washington Elementary School District **UNANIMOUS**

VIII. ACTION / DISCUSSION ITEMS

A. Interest-Based Negotiations (IBN) Team's Recommendations for 2012-2013

Dr. Cook advised the Board that the Interest-Based Negotiations (IBN) Team's recommendations for 2012-2013 culminated many months of work. 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 2012-2013.

Ms. Graziano thanked everyone for their efforts. She appreciated the recommendation for a one-time, lump sum payment to employees and the consideration of honoring years of service to the District.

Ms. Graziano also appreciated the recommendation for a one-time, per diem stipend/signing bonus. Ms. Graziano stated that she felt badly that retirees who had given their careers to the District were not eligible to receive the bonus because they would not be signing a contract. She asked if IBN had discussed the issue. Dr. Cook replied that IBN had not discussed the topic because in terms of the legalities, it would have to be the equivalent to the amount of time a work day constitutes to be legal. Dr. Cook advised that the matter would need to be submitted to IBN for consideration. Dr. Cook suggested that, if it was the preference of the Governing Board, it be brought back as a single agenda item at a future Board meeting. Mr. Maza suggested that the topic be recommended as a Future Agenda Item.

Ms. Graziano asked if the District planned any follow up regarding responses to the following questions on the Working Conditions Survey:

- I feel as though I am treated as a professional – 49% Strongly Agree; 34% Somewhat Agree
- I feel I am a valued part of a team – 53% Strongly Agree; 30% Somewhat Agree
- My opinion seems to count – 37% Strongly Agree; 38% Somewhat Agree

Dr. Cook advised that the top two responses were added together for purposes of comparison. Dr. Cook stated that the Working Conditions Survey was based on a research based survey and the advice from the research base was to combine the top two responses. Dr. Cook further advised that every school and department will receive their own results to review with their employees and must submit an action plan on how they will address areas of concern. Ms. Graziano agreed that when the top two responses were combined, the results were very positive. Ms. Graziano was pleased that the District was being very proactive in this area.

Mrs. Lambert thanked the IBN team for their hard work. Mrs. Lambert stated she was pleased with the system-wide IBN recommendations that will benefit all employee groups and the children.

Mrs. Lambert advised that although she did not have a direct conflict of interest because her married daughter is employed in the District, she was going to recuse herself from three of the IBN recommendations.

Mr. Maza acknowledged and thanked the IBN team for their service. He stated that there was a discussion elsewhere that a collective bargaining discussion was not of value. He acknowledged that the IBN team had the task of addressing difficulties presented to them that were beyond the control of the District. Mr. Maza thanked his fellow Board members for providing their interests to the IBN team for consideration during their discussions. Mr. Maza stated that there are some people

who will say this is not an essential conversation for our children and thanked the IBN team for their efforts. He advised that they may not be allowed to have conversations like this in the future.

Mr. Jahneke thanked the IBN team and was grateful that they were able to give some compensation to the employees this year.

Dr. Cook thanked the IBN team and stated she was proud of their accomplishments. She acknowledged that she was pleased that the Governing Board recognized the efforts of the IBN team.

A motion was made by Mr. Jahneke that the Governing Board approve the Interest-Based Negotiations (IBN) Teams' Recommendations for 2012-2013, items 1-6 as presented. The motion was seconded by Ms. Graziano. A roll call vote was requested. Mrs. Lambert recused herself from items 3, 4, and 6.

1. A motion was made that the Governing Board approve that no changes be made for 2012-2013 with regard to current or new return-to-work employees, including both those who are hired to fill regular positions and those who are hired as substitute teachers, with the District absorbing the associated alternate contribution rate costs. **4-0 AYE**
2. A motion was made that the Governing Board approve that a 1.0 FTE roving custodian position be added for the 2012-2013 school year to provide coverage for absences and vacancies. It is further recommended that 12 night custodian positions be converted to 1.0 FTE for the 2012-2013 school year (these positions were previously .5; two schools were staffed by one person). It is further recommended that 17 night custodian positions be converted from 12-month (260 days) to 9-month (199 days) positions for the 2012-2013 school year. It is further recommended that the additional 0.5 FTE night custodian positions that had been allocated to Sunnyslope and to Lookout Mountain for the 2011-2012 school year be eliminated for the 2012-2013 school year. **4-0 AYE**
3. A motion was made that the Governing Board approve that a one-time, lump sum payment of \$400 be distributed to each 1.0 FTE employee (and prorated based on FTE for less than full-time employees) hired between 7/1/2011 and 3/1/2012, and still employed by WESD in a regular position as of the first day of the 2012-2013 school year. It is further recommended that a one-time, lump sum payment of \$608 be distributed to each 1.0 FTE employee (and prorated based on FTE for less than full-time employees) hired during the 2010-2011 school year and still employed by WESD in a regular position as of the first day of the 2012-2013 school year. It is further recommended that a one-time, lump sum payment of \$816 be distributed to each 1.0 FTE employee (and prorated based on FTE for less than full-time employees) hired during the 2009-2010 school year and still employed by WESD in a regular position as of the first day of the 2012-2013 school year. It is further recommended that a one-time, lump sum payment of \$1024 be distributed to each 1.0 FTE employee (and prorated based on FTE for less than full-time employees) hired prior to the 2009-2010 school year and still employed by WESD in a regular position as of the first day of the 2012-2013 school year. It is further recommended that designated funds be paid in full to eligible employees with their August 24, 2012 paycheck and that they be based on the employee's FTE as of March 26, 2012. **3-0 AYE
1 RECUSAL**
4. A motion was made that the Governing Board approve that if additional K-12 funding is approved by the legislature for 2012-2013, and the total

additional funding is less than \$1.3 million, then the following actions be taken, in the order listed:

**3-0 AYE
1 RECUSAL**

- Address speech pathologist salary anomaly.
- Address occupational therapist and physical therapist salary anomalies.
- Restore stipends up to the amount they have been reduced due to budget reductions during recent years, with the percentage increase of stipends to depend on available funding.

It is further recommended that if additional K-12 funding is approved by the legislature for 2012-2013, and the total additional funding is greater than or equal to \$1.3 million, then the following actions be taken, in the order listed:

- Address speech pathologist salary anomaly.
 - Address occupational therapist and physical therapist salary anomalies.
 - Provide compensation as one-time money in 2012-2013, in addition to and in accordance with the recommendation for distributing funds in Recommendation #3, above, with appropriate “if...then” language included in employee contracts
5. A motion was made that the Governing Board approve that the substitute teacher budget/process straw design outlined under Issue G be approved for the 2012-2013 school year.
6. A motion was made that the Governing Board approve that a one-time stipend, equal to the employee’s daily rate as of March 26, 2012, be paid to each classified employee at the end of his or her 2011-2012 work year. It is further recommended that a one-time signing bonus, equal to the employee’s daily rate as of March 26, 2012, be paid to each certified employee and administrator who returns his or her signed 2012-2013 contract within 10 days of issuance.

4-0 AYE

**3-0 AYE
1 RECUSAL**

C. Arizona Public Service (APS) Solar Renewable Energy Credit Purchase Agreement

UNANIMOUS

Dr. Cook introduced Ms. Cathy Thompson who advised the Governing Board that Arizona Public Service (APS) had reserved solar incentive funding for solar projects at Mountain View Elementary School and Sunnyslope School. Ms. Thompson stated that APS will be paying the District \$0.171 for each REC (kWh) of renewable energy actually produced by the solar system up to the maximum contract quantity.

A motion was made by Mrs. Lambert that the Governing Board approve the APS Solar Renewable Energy Credit Purchase Agreements (APS Contract No. 19352 for Mountain View Elementary School and APS Contract No. 19353 for Sunnyslope Elementary School). Additionally, it was moved that the Governing Board authorize the Superintendent to execute the contract documents. The motion was seconded by Ms. Graziano. The motion carried.

D. 2012-2013 School and Employee Calendars and the Calendar Framework for 2013-2015

UNANIMOUS

Dr. Cook advised the Board that each year they were offered the calendars for the academic year, as well as the various employee groups. She stated that Dr. Maggie Westhoff facilitated the Planning and Steering Calendar Committee. Dr. Cook introduced Ms. Janet Sullivan, Assistant Superintendent of Academic Services, who presented the committee’s recommendations.

Ms. Sullivan advised the Board that the committee reviewed the calendars with significant considerations given to the following:

- Alignment of WESD start/end dates and holidays with those of Glendale Union High School District;
- Compliance with legal requirements and state mandates pertaining to instructional days and hours (including the required 180 days of instruction), legal holidays, teacher contracts and AIMS schedule.

Ms. Sullivan informed the Board that the committee had a large discussion regarding the following:

- Parent/Teacher Conference schedule due to the need for additional time for translation services for SEI classroom teachers. Additional conference time will be scheduled for selected schools on the Wednesday prior to conference week and the Wednesday after conference week.
- Returned the December 19 Early Release Wednesday to the 2012-2013 calendar to increase the available PLC time for ELAS and Mathematics Common Core Training.

Ms. Sullivan advised the Board that the committee gave consideration to the IBN request to study the classified work calendars. Adjustments were made to the applicable classified work calendars to meet the actual days worked by various classified work groups.

Ms. Graziano asked about adding a fourth grading day. Ms. Sullivan responded that the topic was discussed by the calendar committee and it was recommended that principals be made cognizant of allowing time for grading during a PLC day close to the end of the school year. The committee did not select a specific date on the calendar because teachers would not be able to account for work completed by students from that date to the end of the school year, nor did the committee want to send a message to students that the work year concluded early.

Ms. Graziano asked if there were any questions regarding the calendars on the annual Parent Survey. Dr. Cook advised that parents were regularly asked for input regarding PLC and early release days but not about the calendars themselves. Ms. Graziano asked if parents had offered any input about the alignment with the Glendale Union High School calendar. Dr. Cook stated that the few years that WESD did not align its calendar with the Glendale Union High School calendar, parents were very upset because they had students in both districts.

Ms. Graziano asked if the early start date affected attendance and money received for Average Daily Membership (ADM). Dr. Cook replied that attendance numbers were reviewed regularly every year and shared with the Governing Board. Dr. Cook stated that the ADM did not show any significant increase this school year until November.

A motion was made by Mr. Jahneke that the Governing Board approve the 2012-2013 PLC early-release Wednesday calendar for the staff and students as presented.

Additionally, it was moved that the Governing Board approve the revised start and end dates and holidays for the 2013-2015 calendars which are aligned with Glendale Union High School District calendars.

Finally, it was moved that the Governing Board approve the 2012-2013 employee calendars, including the 260-Day Administrator Calendar (Administrators), the 260-

Day Employee Calendar (Classified), the 227-Day Employee Calendar (School Administrators, School Program Coaches, and School Office Employees), the 220-Day Psychologist Calendar (Psychologists), the 211-Day Employee Calendar (Nutrition Service Managers), the 209-Day Employee Calendar (Certified Teachers, Health Services, and School-based Professionals), the 199-Day Employee Calendar (Library Technicians, 9 Month Night Custodians, Bus Drivers and Assistants, and Nutrition Classified Support), and the 194-Day Employee Calendar (Classified Student Support). The motion was seconded by Mrs. Lambert. The motion carried.

E. Discussion and Consideration of 2012-2013 Governing Board Budget

UNANIMOUS

Dr. Cook advised that at the April 12, 2012 Governing Board meeting, the Governing Board discussed its 2012-2013 Governing Board budget. The budget was adjusted according to the following recommendations from the Board:

- Reduced the overall budget by 10%;
- No change to contingency funds, e.g., Legal Services, Elections; Printing and Binding;
- Travel budget increased by 5%.

Dr. Cook offered the revised budget to the Governing Board for their review.

Ms. Graziano stated the increase to the Travel Budget was approximately 50% and it was her understanding that it would be increased by 5%. Dr. Cook replied that it was her impression that the Governing Board recommended reducing the overall budget by 10% and taking half of that decrease (5%) and increasing the Travel budget by that amount. Mr. Maza advised that he had made the recommendation at the last Board meeting and the adjustments were made as he intended.

Mrs. Lambert asked if the increase to the Travel budget came from within the Governing Board's budget or from another budget. Dr. Cook replied that the increase came from within the Governing Board's budget.

Mrs. Lambert asked if the Travel budget was sufficient for the current year or was it exceeded. Dr. Cook responded that there were funds remaining in this year's Travel budget.

Mrs. Lambert stated that the largest reduction was in the Communication budget and asked if the recommended 2012-2013 budget would be sufficient. Dr. Cook advised that it should be adequate.

Mr. Maza asked for confirmation that when there is an interest from someone on the Board to travel and use the Travel budget funds, the request will be presented to the Board for approval; and increasing the Travel budget does not denote usage of the budget line. Dr. Cook confirmed that he was correct for out-of-state travel. Dr. Cook advised that if there were to be a request for Board travel and the Travel budget funds were exhausted, contingency funds could be requested to cover the Travel expense.

A motion was made by Mr. Maza that the Governing Board approve the 2012-2013 Governing Board budget. The motion was seconded by Mr. Jahneke. The motion carried.

IX. INFORMATION / DISCUSSION ITEM

A. Teacher and Principal Evaluation Process

Dr. Cook advised the Board that Arizona Senate Bill 1040 passed last year which required school districts to have a new teacher and principal evaluation system. During this current year, House Bill 2823 amended House Bill 1040. Because of House Bill 2823, the Board had been provided the first part of a three-part video series about the new teacher and principal evaluation process. Dr. Cook stated that prior to September 30, 2012, the Board will be asked for an approval to use the new evaluation system that the District has been working on for over a year.

Dr. Cook stated that the Board members had been provided a link to a video overview, as well as a DVD copy, of the proposed WESD teacher evaluation process. She advised the Board that the video had been viewed by teachers and site administrators throughout the District. Two additional videos are being produced. One will focus exclusively on scoring and will be available for viewing in May. The other video will explain the student achievement component of the teacher evaluation program and will be shown as part of the training that teachers and teacher evaluators receive early in the 2012-2013 school year.

Dr. Cook introduced Ms. Sue Snyder, who had worked with the committee for over a year. Ms. Snyder introduced members of the Teacher Evaluation Committee who were in attendance and commended them for their hard work.

Mrs. Lambert complimented the Teacher Evaluation Committee for their efforts in meeting the difficult challenges of the legislature and Arizona Department of Education (ADE) changes made.

Mr. Rex Shumway, District Legal Counsel, advised the Governing Board that the contracts that are being prepared have a provision in them that addresses the fact that the evaluation instrument that will be used to evaluate the employee is not currently in existence and they acknowledge that fact. He further advised that the provision had been reviewed by the attorney from the Arizona Education Association (AEA).

Mr. Maza referred to Arizona Senate Bill 1040 where it was mandated that quantitative student achievement data account for 33 to 50 percent of teacher and principal evaluation outcomes. Mr. Maza commended the Arizona State Board of Education for the Student Growth Index portion of the evaluation process which he considered the best way to compare children across the State and provided strong, reliable data. Dr. Cook stated that the District's third video regarding student achievement will address status and growth in all of its measures.

Mr. Maza thanked the committee for their hard work in the daunting task of trying to quantify and measure teachers' performances. He stated that the new teacher evaluation will assist teachers in their practice of teaching. Mr. Maza appreciated the work on the teacher and principal evaluation process and looked forward to future updates.

X. FUTURE AGENDA ITEMS

Ms. Graziano requested that IBN review the possibility of a one-time stipend for retirees in the 2011-2012 school year (see Action Item VIII.A. – IBN Recommendation 3.).

XI. GOVERNING BOARD AND SUPERINTENDENT ACKNOWLEDGMENTS

Ms. Graziano acknowledged and thanked Ms. Janet Sullivan and WestEd for the science and research project that was approved on the Consent Agenda. She appreciated that the study honored participating teachers with pay, as well as training.

Dr. Cook acknowledged Dr. Janet Altersitz, Administrator of Professional Development, for receiving an Award of Excellence from the Arizona Middle Level Educators. Dr. Cook stated that it was the highest honor awarded by the organization. Dr. Altersitz was recognized for her seminal efforts in the organization. Dr. Cook advised that several teachers were also recognized by the organization and will receive special recognition at a future Governing Board meeting.

Dr. Cook acknowledged that Sunnyslope School students and staff painted a mural on a wall at John C. Lincoln Hospital and have been recognized through television media.

Dr. Cook acknowledged Perry Mason, Principal at Mountain Sky Junior High School, who did an excellent job of announcing at the 7th/8th grade Track Meet.

Dr. Cook acknowledged and thanked Mr. Maza for doing the voiceover on the insurance video.

XII. ADJOURNMENT

UNANIMOUS

A motion was made by Mr. Jahneke to adjourn the meeting at 8:51 p.m. The motion was seconded by Ms. Graziano. The motion carried.

SIGNING OF DOCUMENTS

Documents were signed as tendered by the Governing Board Secretary

Joyce Shiota
BOARD SECRETARY

5/10/12
DATE

Sam Jahneke
BOARD OFFICIAL

05-10-12
DATE