

**WASHINGTON ELEMENTARY SCHOOL DISTRICT**  
**GOVERNING BOARD MINUTES: REGULAR MEETING**

2014-2015

August 28, 2014

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**

Mrs. Lambert called the meeting to order at 7:01 p.m. Governing Board members constituting a quorum were present: Mrs. Tee Lambert, Mr. Bill Adams, Ms. Clorinda Graziano, Mr. Aaron Jahneke, and Mr. Chris Maza.

**B. Moment of Silence and Meditation**

Mrs. Lambert called for a moment of silence and meditation.

**C. Pledge of Allegiance**

Mrs. Lambert 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. Maza. 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 July 10, 2014 Regular Meeting. The motion was seconded by Ms. Graziano. The motion carried.

**UNANIMOUS**

**F. Approval of the Minutes**

A motion was made by Mr. Adams that the Governing Board approve the Minutes of the August 1, 2014 Special Meeting. The motion was seconded by Mr. Jahneke. The motion carried.

**UNANIMOUS**

**G. Current Events and Acknowledgments: Governing Board and Superintendent**

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

- BEGIN Kickoff – Thanked Dr. Maggie Westhoff for everything she does to encourage the new teachers.
- Met music teachers at a luncheon at Peter Piper Pizza.
- Two luncheons sponsored by the Washington District Education Association (WDEA) for new hires.
- UVA turnaround schools' kickoff at Mountain View School – Dr. Cook's presentation was very engaging and inspiring.
- Celebration of Life for Mindy Whalen's brother who was a musician – enjoyed all the music.
- Invited to do a workshop for Samantha Hart's music class at Palo Verde Middle School.

August 28, 2014

Ms. Graziano made the following acknowledgments:

- Thanked Mr. and Mrs. Tom Aron for the video of the Alta Vista steel band, Island Wavez.
- Thanked Nutrition Services for the colorful and informative menu calendar.
- Thanked the District for the 2014-2015 Staff Planner calendar.
- Acknowledged Nutrition Services for supporting outside agencies by providing meals for children during the school year, as well as summer months.

Mr. Adams acknowledged that he was not successful in the primary election for a seat in the Arizona House of Representatives, but would continue the fight for education. Mr. Adams thanked the following for their support:

- Fellow WESD Governing Board members;
- Superintendent Susie Cook;
- WESD Administration;
- Community members;
- Arizona Education Association (AEA) Endorsement;
- Endorsements from community members.

Mr. Maza extended best wishes to everyone for a strong start to the school year. He expressed his concerns regarding the exodus of teachers each year statewide.

Mr. Maza acknowledged Ms. Jennifer Nelson, a National Board Certified teacher in the Paradise Valley School District, who was present in support of her husband who had an agenda item for consideration.

Mr. Jahneke thanked Mr. Adams for running for a seat in the Arizona House of Representatives and admired his commitment to education. Mr. Jahneke stated that several of the Arizona House/Senate primary elections were very close and stressed the importance of voting in the primary elections.

Mrs. Lambert made the following acknowledgments:

- Welcomed everyone back and appreciated the school year starting out smoothly.
- John Huppenthal, Superintendent of Public Instruction, lost his bid in the primary election, therefore, the position change at the Arizona Department of Education could have an impact on public education starting in January 2015.
- Thanked Mr. Adams for his bid for a seat in the Arizona House of Representatives and acknowledged his continued involvement.
- Introduced and welcomed Mr. Larry Herrera, new WESD Governing Board Member, effective January 1, 2015.

Dr. Cook acknowledged her team who had worked very hard to make the school year start out very smoothly.

#### **H. Public Participation**

There was no Public Participation.

#### **I. Approval of the Consent Agenda**

A motion was made by Mr. Maza 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** **UNANIMOUS**  
Approved and ratified the vouchers as presented.
- \*B. Personnel Items** **UNANIMOUS**  
Approved the personnel items as presented.
- \*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. Alliance Communities/Vaseo Apartments donated a check in the amount of \$1,000.00 to be used for the after-school extracurricular programs at Mountain Sky Junior High School.
  2. Arizona Diamondbacks donated 100 baseball game tickets with an approximate value of \$3,000.00 to the Washington Elementary School District Safety and Security Department for incentive rewards for the truancy program, "Be Cool Come to School" good attendance campaign.
  3. Arizona Rattlers donated 300 football game tickets with an approximate value of \$9,000.00 to the Washington Elementary School District Safety and Security Department for incentive rewards for the truancy program, "Be Cool Come to School" good attendance campaign.
  4. Credit Union West donated a check in the amount of \$300.00 to the Washington Elementary School District Academic Support Programs Department to be used for food for 21<sup>st</sup> Century professional development training.
  5. John and Sherri Desch donated eight computers with an approximate value of \$2,000.00 for the benefit of students at Sunburst Elementary School.
  6. Foltz Foundation donated school uniforms, socks, shoes, and under garments with an approximate value of \$1,000.00 for the benefit of students in need at Cactus Wren Elementary School.
  7. Kroger/Fry's Food Stores donated a rebate check in the amount of \$752.99 to be used for the benefit of students at Tumbleweed Elementary School.
  8. Maricopa County donated a check in the amount of \$350.00 to be used for the Teen Court Club, after-school extracurricular program, at Mountain Sky Junior High School.
  9. Office Max donated 14 rolls of lamination with an approximate value of \$350.00 for the benefit of staff at Maryland School.
  10. Marcia Snyder bequeathed books and teaching supplies with an approximate value of \$3,500.00 for the benefit of students and staff at Orangewood School.
  11. Wal-Mart donated seven bicycles with an approximate value of \$1,050.00 to the Washington Elementary School District Safety and Security Department for incentive rewards for the truancy program, "Be Cool Come to School" good attendance campaign.

- \*D. **Out-of-State Travel** UNANIMOUS  
 Approved the out-of-state travel as presented.
  1. Jared Nelson, Administrative Assistant for Business Services, to attend the David Demographics Training Class, September 15-19, 2014, in Riverside, CA, at a cost of \$5,110.52.
- \*E. **Annual Intergovernmental Cooperative Purchase Agreements with the State Procurement Office (SPO), Mohave Educational Services Cooperative (MESOC), Greater Phoenix Purchasing Consortium for Schools (GPPCS), Strategic Alliance for Volume Expenditures (SAVE), The Cooperative Purchasing Network (TCPN) and Arizona Department of Education (ADE)** UNANIMOUS
- \*F. **Affiliation Agreement to Provide Meals to ACCEL School** UNANIMOUS
- \*G. **Affiliation Agreement to Provide Meals to Gompers Habilitation Center** UNANIMOUS
- \*H. **Food Program Permanent Service Agreement – ADE Contract No. ED09-0001** UNANIMOUS
- \*I. **Acceptance of Wal-Mart Grants in the Amount of \$3,000.00 and the School Impact Refugee Grant in the Amount of \$50,000.00** UNANIMOUS
- \*J. **Second Reading and Adoption of Proposed Amended Board Policies GBED – Smoking by Staff Members, JICG – Tobacco Use by Students and KFAA – Smoking on School Premises at Public Functions** UNANIMOUS

**III. ACTION / DISCUSSION ITEMS**

- A. **Arizona School Boards Association’s Delegate Assembly Appointments and Proposed 2015 Legislative Political Agenda** UNANIMOUS  
 Mrs. Lambert advised that the Arizona School Boards Association (ASBA) Delegate Assembly was scheduled for September 6, 2014. Mrs. Lambert stated that she would be attending as a member of the ASBA Legislative Committee and asked for volunteers to be the WESD delegate and alternate delegate. Mr. Jahneke volunteered to attend as the delegate and Mrs. Lambert volunteered to be the alternate delegate.  
  
 A motion was made by Mrs. Lambert that the Governing Board appoint Aaron Jahneke as the Delegate and Tee Lambert as the Alternate Delegate to the Arizona School Boards Association’s Delegate Assembly to be held on September 6, 2014 and provide appropriate directions to the delegate(s). The motion was seconded by Mr. Maza. The motion carried.
- B. **Superintendent Search Subcommittee Report** UNANIMOUS  
 Mrs. Lambert introduced her co-subcommittee member, Ms. Clorinda Graziano, who summarized the services and costs of the superintendent search firms presented for consideration. The sub-committee thanked Mr. Adams for his request of a side-by-side comparison of costs and services offered which made it easier to reach a decision. Ms. Graziano stated that out-of-state applicants would be responsible for travel expenses to interviews if the verbiage was stated in the job posting.

Mrs. Lambert advised that the sub-committee wanted to reach the community at large for input. She stated that Justin Wing and Sue Snyder would facilitate employee group meetings scheduled for the first two weeks in September 2014 where members would be asked for qualities, characteristics, and potential interview questions to be used in the superintendent search. Community businesses and the parent groups will also be asked for input. The data will be compiled prior to the Board's first study session regarding the superintendent search. Board members were also asked to think about what criteria was important to them for the superintendent search.

The sub-committee reached a conclusion to make a recommendation to hire the Arizona School Boards Association (ASBA) as the Superintendent Search Firm. A list of ASBA-offered services was provided on the agenda item to substantiate its decision. Mrs. Lambert appreciated that Ms. Graziano posed questions regarding the costs and services offered. Mrs. Lambert stated that the Arizona School Boards Association (ASBA) was willing to allow the Board's involvement in the hiring process in any way they desired.

Mr. Adams thanked the sub-committee for its due diligence in compiling the information for the superintendent search firms.

Mr. Adams requested a timeline for the superintendent search process. Mrs. Lambert stated that a timeline would be prepared in collaboration with ASBA.

A motion was made by Mr. Jahneke that the Governing Board accept the proposal from the Arizona School Boards Association (ASBA) for School District Executive and Administrative Search Services for the Washington District Superintendent search in an amount not to exceed \$20,000.00 and to authorize Cathy Thompson, Director of Business Services, to execute all necessary documents. The motion was seconded by Mr. Maza. The motion carried.

#### **IV. INFORMATION / DISCUSSION ITEM**

##### **A. Reasons for Separation of Employment of Certified Personnel**

Dr. Cook advised the Board that Ms. Graziano had requested a future agenda item describing the reasons certified teachers were separating employment from the District. Dr. Cook introduced Justin Wing, Director of Human Resources, who presented the data.

Mr. Wing reported that 238 certified personnel separated employment during and following the 2013-2014 school year. He stated that the District experienced more than an 80 percent retention rate compared to a 65 percent retention rate of Arizona schools.

Mr. Jahneke asked the following questions:

- Are teachers relocating to other school districts for higher salaries? Mr. Wing responded that the other school districts had experienced similar circumstances as WESD where salary increases were not able to be provided due to reduced State funding. Mr. Wing stated that he had expected that the number of personnel relocating to other school districts (51 out of 238) would have been higher.
- Are teachers feeling "fatigue" from the added assessment requirements or looking at other professions that offer higher salaries? Mr. Wing replied that the definitive data was difficult to obtain from the exit interview questionnaire, however, 15 out of the 238 personnel left to pursue another profession.

Ms. Graziano thanked Mr. Wing for honoring her future agenda item request. She stated that teacher retention was a state-wide problem and hoped that this data would help our District be proactive in retaining teachers. She stated our BEGIN program was one way of being proactive and new teachers should be made to feel welcome and part of the community and the WESD family.

Ms. Graziano congratulated Mr. Wing and his department for working hard to fill almost every job by the time school started.

Mr. Maza stated that individual school boards have lost the autonomy to be able to determine salaries because it is based solely on the amount the State legislature deigns to provide or cut. Mr. Maza suggested that the future WESD Governing Board should see what policies are still within its control that would attract and retain personnel.

Mrs. Lambert thanked Mr. Wing for the very enlightening report. She reported she was not alarmed by the numbers, however, was concerned at the lower number of new teachers who are available for hire. She said the question was how to be more supportive and help build retention. Mrs. Lambert stated that the Governing Board could focus on building respect for public education and supporting our staff to make them feel they can be successful.

Mr. Adams complimented the District Administration for changing the environment of the District over the past years so that teachers want to come to work for our District.

**V. FUTURE AGENDA ITEMS**

There were no future agenda items.

**VI. ADJOURNMENT**

A motion was made by Mr. Adams to adjourn the meeting at 7:57 p.m. The motion was seconded by Mr. Maza. The motion carried.

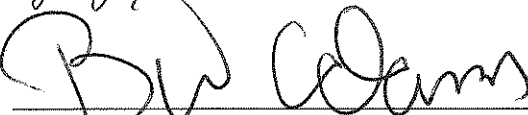
**UNANIMOUS**

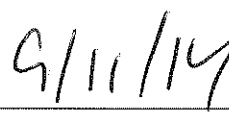
**SIGNING OF DOCUMENTS**

Documents were signed as tendered by the Governing Board Secretary

  
\_\_\_\_\_  
BOARD SECRETARY

  
\_\_\_\_\_  
DATE

  
\_\_\_\_\_  
BOARD OFFICIAL

  
\_\_\_\_\_  
DATE