

WASHINGTON ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD MINUTES: REGULAR MEETING AND EXECUTIVE SESSION

2014-2015

March 12, 2015

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. Larry Herrera, and Mr. Aaron Jahneke.

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. Jahneke that the Governing Board adopt the Regular Meeting Agenda. The motion was seconded by Ms. Graziano. 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 February 26, 2015 Regular Meeting. The motion was seconded by Mr. Herrera. The motion carried.

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F. Current Events and Acknowledgments: Governing Board and Superintendent

Mr. Adams apologized for not attending the last Governing Board meeting and shared that he enjoyed his visits to Sahuaro Elementary School and Abraham Lincoln Traditional School.

Mr. Adams shared that he enjoyed reading at Cactus Wren and Arroyo Elementary Schools during Read Across America.

Mr. Adams acknowledged and thanked Ms. Thompson for her time, support and continued education in regards to the District's voucher process. He was very confident concerning processes for bids, construction, quality control, and approvals to pay invoices. He said the checks and balances were phenomenal.

Mr. Jahneke shared that he enjoyed reading the biography of Dr. Seuss to first and fourth grade students for Read Across America.

Mr. Jahneke shared that he enjoyed attending the Royal Palm Regional Strings Festival and the Cholla Regional Band Orchestra event.

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Ms. Graziano thanked everyone for supporting music in the WESD schools. There has been a lot of parent and student support which is important for musical and academic education.

Ms. Graziano mentioned that this year's Art Show is now being displayed at ASU West.

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

- Shaw Butte Elementary School Hot Chocolate Festival
- Royal Palm Middle School Strings Festival, Band Festival and Choir Festival
- Read Across America at Tumbleweed, Shaw Butte and Roadrunner Elementary Schools – enjoyed reading to the students
- Palo Verde Area Band Festival, Choral Festival and Orchestra Festival
- Mountain Sky Area Band Festival and Orchestra Festival
- Tumbleweed Elementary School Concert on the Lawn
- All State Choir and Strings Orchestra Concert - elementary and middle schools
- Desert Foothills Jr. High School Choir Festival and Band Festival
- Cholla Middle School Band and Strings Festival
- Moon Mountain Elementary School Karate Recorder Concert

Mr. Herrera shared the following comments:

- Enjoyed reading to the students at Chaparral, Lakeview and Moon Mountain Elementary Schools
- Looking forward to the WESD Art Show on March 31, 2015 at ASU West

Mrs. Lambert and all the Governing Board members thanked Lookout Mountain Elementary School and the WDEA for hosting the Read Across America breakfast.

Mrs. Lambert thanked everyone who communicated with legislators for being involved and presenting ideas and concerns about the legislative bills being considered. Mrs. Lambert encouraged everyone to stay involved to have our voices heard.

Dr. Cook shared the following comments:

- Thanked the Board members for participating in Read Across America and supporting District and community events.
- Stated she was proud of all the schools and their efforts during Parent Teacher-Conferences and that parent participation had been higher than previous years.
- Acknowledged former Governing Board member Mr. Chris Maza for attending the meeting.
- Acknowledged Dr. Paul Stanton and thanked him for the time spent with the District over the past several months.

G. Celebrations of Successful Programs

Dr. Cook introduced Ms. Jill Hicks, Community Outreach Specialist, who provided the results of the WESD Community Food Drive held February 17 – 27, 2015.

Ms. Hicks reported a poster contest was held and over 1,500 posters were submitted. The top 200 posters were displayed at the Business Advisory Team (BAT) meeting for the community to choose the winner. Credit Union West donated an iPad which went to the winner of the poster contest.

Ms. Hicks reported the results of the Food Drive for the last three years:

- 2013 - 24,526 pounds collected
- 2014 - 57,569 pounds collected
- 2015 – 151,396 pounds collected – the goal was 75,000 pounds

Mrs. Lambert thanked Ms. Hicks for leading the effort and working with the schools and community to make this a successful food drive.

H. Public Participation

There was no public participation.

I. Approval of the Consent Agenda

UNANIMOUS

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

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. Maricopa County Juvenile Probation donated a check in the amount of \$350.00 to support Teen Court as an after-school program at Mountain Sky Junior High School.
2. Midstate Mechanical/Midstate Energy donated a check in the amount of \$5,000.00 to be used for the Lamp of Learning celebration.
3. Nothing Bundt Cakes donated bundtinis with an approximate value of \$4,530.00 for every employee in the Washington Elementary School District (WESD) to thank them for their efforts during the WESD Community Food Drive.
4. Richard Park donated a check in the amount of \$10,000.00 to purchase library books for the benefit of students at Maryland School.
5. Shaw Butte Parent Teacher Organization donated a check in the amount of \$1,086.20 for the benefit of students at Shaw Butte Elementary School.
6. Target donated a check in the amount of \$917.01 for the benefit of families at Lookout Mountain Elementary School.
7. Team of 12 community members under management of: "Espacio Vital Global" donated a check in the amount of \$11,732.00 to be used to purchase and install four SMART Boards for the benefit of special education students at Cactus Wren Elementary School.
8. Tumbleweed Parent Teacher Association donated a check in the amount of \$405.00 to purchase a SMART Board for the benefit of students at Tumbleweed Elementary School.
9. Wells Fargo Community Support Campaign donated a check in the amount of \$545.00 for the benefit of student programs at Mountain Sky Junior High School.

***D. Out-of-State Travel**

UNANIMOUS

Approved the out-of-state travel as presented.

1. Debbie Ann Gasiorek, Nutrition Services Supervisor, to attend the 2015 National Leadership Conference - School Nutrition Association, April 22-25, 2015, in San Diego, CA, at no cost to the District.
2. Jill Christine Hicks, Community Outreach Specialist, to attend the City Impact Leadership Community, May 4-5, 2015, in Dallas, TX at no cost to the District.
3. Joanne Marie Fimbres, Finance Department Budget Manager, to attend the AASBO 2015 Spring Conference, April 8-10, 2015, in Laughlin, NV at a cost of \$350.00.

***E. Issue RFP No. 15.006 for Drug and Alcohol Testing - Transportation**

UNANIMOUS

***F. Amendment to the Intergovernmental Agreement with the City of Phoenix for the Head Start Program**

UNANIMOUS

III. ACTION / DISCUSSION ITEMS

A. Teacher Performance Pay Plan

UNANIMOUS

Dr. Cook stated that the District was required by law to implement the Teacher Performance Pay Plan for the 2014-2015 school year. Dr. Cook introduced Mr. Justin Wing to provide information and a recommendation.

Mr. Wing shared with the Board a presentation that all teachers were required to watch which provided details of the recommended teacher performance pay plan.

Mr. Wing advised the Board that State statute requires a minimum of 70% of teachers to approve the teacher performance pay plan. The results of the completed affidavits showed 97.9% of teachers approved the recommended plan.

Mr. Adams asked for confirmation if the statute required a minimum of 70% teacher approval. Mr. Wing responded 70% was required.

Ms. Graziano thanked Mr. Wing for his presentation and stated that the scenarios used made the information easier to understand. Ms. Graziano asked if the evaluation was previously a part of the performance classification piece and Mr. Wing confirmed that it was not.

Mrs. Lambert asked what is the timeline if ineffective teachers were not eligible, but can obtain retroactively. Mr. Wing responded that teachers who receive a preliminary notice of inadequacy of classroom performance have 45 instructional days to improve. The reevaluation would determine if the deficiencies were met.

Mrs. Lambert asked if the District must report the numbers and Mr. Wing responded yes, the numbers must be reported.

Mrs. Lambert thanked Mr. Wing for the presentation and stated that it helped the teachers to understand the plan.

Mr. Jahneke and Mr. Herrera both liked the simplicity of the presentation.

A motion was made by Mr. Herrera that the Governing Board approve the 2014-2015 Teacher Performance Pay Plan as presented. The motion was seconded by Ms. Graziano. The motion carried.

B. Review of Employee Benefits Trust Recommendation and Discussion, Consideration and Possible Action Regarding Employee Benefits Plan Funding Level for 2015-2016 **UNANIMOUS**

Dr. Cook introduced Mr. Rex Shumway to present the EBT package that the Trust Board recommended.

Mr. Shumway advised the Board that at the February 12, 2015 meeting he reviewed the plan design that the Trust Board was considering. Mr. Shumway stated that at the February 26, 2015 meeting the Board approved to increase the District contribution not to exceed \$5,547.00 per employee. Mr. Shumway took the increase in contributions from the District to the Trust Board. At its March 3, 2015 meeting, they approved the plan with the three components that were discussed, with an increase to \$5,546.48, which resulted in a 9.9% increase.

Mr. Shumway introduced EBT Trust Board member Mr. Chris Maza to discuss its recommendation and answer questions. Mr. Maza appreciated the fact that the Board approved the increase and believed it was extremely important that all employees understand the benevolence of the Board, which needs to be acknowledged as we move together to make sure salary and benefits of all employees retain and maintain the high quality staff at WESD. Mr. Maza recommended the Board's approval.

Ms. Graziano asked the following questions:

- Asked for confirmation that the PPO buy-up plan and the high deductible plan have the same Aetna provider list that was available this year. Mr. Shumway confirmed that it is still the same Aetna provider network that the District had in the past.
- Asked for confirmation that the new ACO plan does not have the same Aetna provider list. Mr. Shumway responded no it does not; it has Banner physicians and providers. Ms. Graziano asked what the plan was called; and Mr. Shumway responded the ACO is an Aetna/Banner partnership. The network is the Banner Health Network and is available online to search participating physicians and providers.
- Asked is the John C. Lincoln contract still in effect for all three plans or just the PPO buy-up and the high deductible plans. Mr. Shumway responded that John C. Lincoln came back into the Aetna network during the middle of the year. They are now under the Aetna umbrella. The Aetna provider list applies to the PPO buy-up and the high deductible HSA plans. The provider list for the ACO is the Banner network. One of the financial benefits of the ACO is that the District gets larger discounts through Banner than they would get through the Aetna network. There are some economic benefits to being in the plan.

Mr. Herrera thanked Mr. Maza for his time and work with regard to this item.

Mr. Jahneke asked if other Districts in the State have participated in an ACO and Mr. Shumway responded not in Arizona. He mentioned that in some other states and some small groups within Arizona, Aetna has ACO plans with other hospital organizations, but no school districts participate. Mr. Jahneke also thanked Mr. Maza for attending.

Mr. Adams clarified that the ACO plans are very common in the private sector and it is the way of the future. He mentioned the most difficult part is the open enrollment with regard to the educational process, which is such an important part of what the District is trying to accomplish.

Mrs. Lambert asked with regard to the HSA, do we have employee training. Did we explain the plan, sharing the benefits and ideas of the plan? Mr. Shumway explained that over the last three years, the District provided scenarios and shared them with the employees to help them understand if the plan was a good option for them. At that time approximately 300 employees agreed and the District thought that number would increase, but it did not. The District believes there will be more of an increase in the future and will be developing training for all employees.

Mrs. Lambert thanked Mr. Maza for still being engaged with the District and participating on the Trust Board.

Mr. Maza stated that the District has provided employees with educational training with regard to the HSA to ensure that they know what their options are in addition to the ACO as another option. He thanked the District for offering employees optional plans instead of placing them in a plan in which they did not have a choice.

A motion was made by Mr. Jahneke that the Governing Board approve the proposed Employee Benefits Plan for 2015-2016 as provided in the recommendation from the Employee Benefits Trust, including the District contribution rate of \$5,546.48 per employee. The motion was seconded by Mr. Herrera. The motion carried.

IV. FUTURE AGENDA ITEMS

There were no future agenda items.

V. CALL FOR EXECUTIVE SESSION

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

UNANIMOUS

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 2014 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.

VI. RECESSING OF REGULAR MEETING FOR EXECUTIVE SESSION

VII. 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 2014 Interest-based Negotiation (IBN) process.

VIII. RECONVENING OF REGULAR MEETING

IX. ADJOURNMENT

A motion was made by Mr. Adams to adjourn the Regular Meeting at 8:55 p.m. The motion was seconded by Mr. Jahneke. The motion carried. **UNANIMOUS**

SIGNING OF DOCUMENTS

Documents were signed as tendered by the Governing Board Secretary

Sherry Cote
BOARD SECRETARY

4-9-15
DATE

DW Adams
BOARD OFFICIAL

4/9/15
DATE