



Phoenix Elementary School District No. 1

Regular Session Board Meeting –March 26, 2009

Dr. Ruth Ann Marston presided over the PESD #1 Governing Board Meeting in the Cafeteria at the Phoenix Preparatory Academy

Other Board members present at the meeting were:

Mr. Doug Allsworth Ms. Susan Bliss Ms. Liz Meza Dr. Louisa Stark

Also present were:

Ms. Myriam Roa Chief Executive Officer	Mr. Tom Lind Interim Assistant Superintendent for Curriculum and Instruction	Mr. Kenneth Baca Assistant Superintendent for Business Services
Mr. Randy Dickason Executive Director for Human Resources	Ms. Eleanor Moyza Board Secretary	

A. Regular Session - 6:00 p.m.

1. Call to Order – Dr. Ruth Ann Marston, President
2. Pledge of Allegiance – Dr. Prudence Lee
3. Adjourn to Public Hearing

B. Public Hearing – 6:05 p.m.

1. Call for Public Hearing – Dr. Ruth Ann Marston

Ms. Bliss moved approval for the Public Hearing and Mr. Allsworth seconded the motion. The Board unanimously approved the motion. The Board adjourned to the Public Hearing.

2. Receive and Discuss the Possible Closure of Phoenix Preparatory Academy

Ms. Roa's report described the purpose of the meeting to discuss the possible closure of the Phoenix Preparatory Academy and that the reason for the closure stems from the Strategic Plan to create Pre K-8 schools. She stated that the actual vote for this will be on April 27, 2009 at 6:00 p.m. in the Governing Board Room.

(Item D was discussed out of the order of discussion)

D. Community Communications

Ms. Royna Rosell submitted a Speaker Card and expressed her concerns about the closure of the Phoenix Preparatory Academy.

Dr. Marston stated that we need to specify that we have not been able to achieve a contract yet with University Public Schools Initiative however, we have every hope of doing that and we'll be working on it.

3. Adjourn to Regular Session

6:15 p.m.: Ms. Bliss moved approval to move to the Regular Session and Dr. Stark seconded the motion and the Board unanimously approved the motion.

C. Approval of Consent Agenda

1. Approval of Minutes: December 11, 2008
January 8, 2009
2. Ratification of Payroll \$2,170,528.79 and Expense Vouchers \$928,394.86 in the Total Amount of \$3,098,923.65
3. Request for Approval of Out of District Field Trips
4. Request for Approval of Employment of Administrative, Certified and Classified Staff and Employee Contract Adjustments for the 2008-2009 School Year
5. Request for Approval of Separation of Employment, Resignations and Retirements
6. Request for Approval to Renew Agreement with the Assistance League of Phoenix from July 1, 2009 to June 30, 2010
7. Receive and Discuss Governing Board Policy GCQE and GCQE-R, Retirement of Professional Staff Members, as a First Reading
8. Receive and Discuss Governing Board Policy GDQC and GDQC-R, Retirement of Support Staff Members, as a First Reading

Ms. Bliss moved approval of the Consent Agenda, Ms. Meza seconded the motion and the Board unanimously approved the motion.

(Item E was discussed out of the order of discussion)

E. Chief Executive Officer's Report

1. Awards and Recognitions

Mr. Paul Chase, Director of Management Information Systems (MIS) gave recognition to Ms. Beth Peterson, a Senior Software Support Specialist in his department and stated that Beth was nominated and selected by AzTEA Board to receive an Innovation Award for Technology Support Person of the Year 2009, which covers the entire State of Arizona. Mr. Chase stated that he's very proud of everybody in the MIS Department and stated that Ms. Peterson is a valuable asset to the department and to the District.

Ms. Peterson stated that when the Board approved the purchase of the Waterford and ELLIS program, the MIS Department had the entire District installed by the end of October or early November. She thanked Rocky Berumen, the Technology Manager, the technologists at the schools, John Hahn, Truong Truong, Jesusa Clark and Lynn Ranjo, Troy Harris, a Senior Support Specialist, and Adam Schmidt, the Help Desk Technician, for their help in accomplishing the installations and stated that she's honored to receive the recognition as part of a team.

2. Announcements
None

(Item F was discussed out of the order of discussion)

F. Business Services – Kenneth Baca, Assistant Superintendent

1. Request to Authorize a Notice to Employees of a Possible Reduction in Salary for the 2009-2010 School Year by 3%

Regarding the survey results which are listed below, Mr. Baca stated that we received 580 responses.

Employees' Surveys Results

Questions	Results	Responses	No Responses
Number of Surveys Received	580		
Classification:	Certified: 67%	Classified: 33%	No Classification Listed: 3%
School-Based Employees:	86%		
Non-School Based Employees:	14%		
No Response to Area:	5%		
Jobs/Position:	Classroom: 63%	Non-Classroom: 37%	No Response: 3%
"I believe class sizes should remain low regardless of how it affects my salary"	Yes: 41%	No: 59%	No Response: 18%
"There should be a fair compromise between class sizes and reducing salaries in order to save jobs and programs"	Yes: 81%	No: 19%	
"I believe class sizes should be as high as necessary in order to keep my salary where it is"	Yes: 41%	No: 59%	(The score is consistent with some fluctuation between percentages across categories)
"In order to save jobs, I'm willing to reduce my salary"	Yes: 55%	No: 45%	
Because we have to reduce salaries and raise class sizes, I can live with one of the scenarios"	1.5%=	49% in favor for K3 of 30 to 1 and Grades 4-8= 36 to 1	
11% Reduction in Salary	K-3 of 1 to 24 and Grades 4-8 of 1 to 30	(followed by 5% reduction in salary and then 8%)	
1.5% Reduction in Salary	Yes: 49%	(51% voted for the other three)	
"I want to know what my salary will be as soon as possible" and "I would rather have my contract in April rather than in June"	Yes: 83.5% for these two		
"I would want to know whether I have a position or not"	Yes: 94%		

Mr. Baca stated that rather than cutting the budget by 12%, they really feel comfortable with recommending 8%. The reason for this is that Arizona School Business Officials have said that it looks like it's going to be 8% at the worst, but it could get better. He informed the Board that tonight they would be considering the reduction in salary by 3%.

Regarding class sizes, Mr. Baca stated that traditionally we have done grade-span allocations and grade-span ratios. We feel that we can suspend that for this year and the reason for that is if we go to a K-8 ratio it allows schools to better plan for the decisions they wish to make about where they wish to reduce class size. He stated that if we maximize our human capital, we can bring back those jobs for Certified and Classified and he also stated that the plan is in it's infancy, so as we roll this out it's where we are currently but with the Title I Stimulus Money we feel we can do the following, although it comes with stipulations where we can't reduce class sizes, utilizing the money, but we can go ahead and recover the 122 lost positions. We can anticipate some natural attrition, retirements and ESI. If the State Legislature does not cut us by 8% then we could get some rified jobs back and we are going to continue doing everything we can to be sure that we do that.

Regarding Classified employees, he stated that he feels we can get those jobs back. If we maximize our human capital that's going to take some work and possibly the sacrifice of some people in classroom positions and if we plan accordingly, he feels confident that we can bring back most if not all of those who have been part of the RIF.

Ms. Roa stated this is the first good news that we've heard in a long while and she thanked him. She stated that the Title I Stimulus Money that Mr. Baca referred to is the money that comes directly to the school district by formula, not the money that's going to the state to help them with their budget cuts, so it's more of a *real* number.

Dr. Lee stated that they are making lists of our retired/rehired and there are quite a few of those and we have people on ESI who retired last year and she has been talking with those people. She stated that we have a certain amount of Emergency Certified Teachers who did not obtain their certification and they know that they are here only on a temporary basis until they do that and there have been a couple of people who have actually obtained their certification. She stated that if the Board decides to close the Prep there will be approximately 40 teacher positions eliminated from the Prep and approximately 30-35 positions eliminated at the Prep in Classified and she stated that she and Mr. Dickason would be meeting individually with the Prep Classified employees on Monday and they have already met with all the Prep teachers to discuss that. She stated that each resignation or retirement does create an opening but we will have to have a Reduction in Force and for Certified it will be the last hired-first out and that will involve our first-year teachers, unfortunately.

Dr. Lee stated that we have to notify Certified by April 15th and she'd like to ask that Classified also be notified by April 15th, to be as fair as possible. The call-back of the jobs for Classified will be based on seniority and qualifications of the position that's currently held. Certified will be based on the type of certificate that is held, and we are not going to place a K-8 certified teacher into a 7-8 grade that requires an endorsement in Math if that teacher doesn't have one, so we're going to follow the rules that ADE and No Child Left Behind have stated.

Dr. Marston asked Mr. Baca if we have the capability and do we have an employee survey out there that allows people to make suggestions and be fiscally-rewarded for making those suggestions because she stated that we have some very smart employees. Mr. Baca stated that what they talked about earlier in their Budget Advisory Committee Meeting this morning is to be able to have that type of forum open and available.

Ms. Bliss moved approval of Item F1 as revised on our current agenda and Mr. Allsworth seconded the motion.

Ms. Bliss stated that she appreciates all the emails that she's received and she answered a few of them and also stated that she believes we need to have a systemized way of bringing in people's suggestions for what we should do. Mr. Baca stated that we will get a continual communication system set up. Dr. Stark stated that she wants to thank every employee in our District because they work extremely hard.

Dr. Marston stated that we have two members of the audience who have asked to speak.

Ms. Ginger Baron, Lowell School Teacher submitted a Speaker Card and expressed her concerns about the Employee Survey, and proposed that a meeting be held at each school site to have an open dialogue in order to come up with suggestions instead of having a survey and also stated that she hopes we have subs next year.

Mr. Jack Day, PECTA President submitted a Speaker Card and expressed his concerns about the pupil/teacher ratio and said that's not the best learning environment but also stated that they believe that the actions that Mr. Baca is proposing are appropriate at this time and the responsible thing to do at this time. He stated that we need to constantly contact our legislators and our governor to make sure that it doesn't get worse and that we do not want to have support people and our salaries cut. In terms of the RIF, he

stated that they submitted a proposal on how they believe the RIF should be handled and that certified employees as well as classified employees should be given a choice when these positions are being looked at and should be handled as transfers and that certified employees should be given priority over non-employees and non-certified people.

Dr. Marston stated she knows the people out there are scared and that she is astonished by the number of emails that she's received saying how sorry they are that she has to make this decision. She thanked everyone whether they sent her an email or not, and stated that she can't help but think that the people in this District are very wonderful. In terms of class sizes, she stated this is the best we can do and it is hoped that it's just for a short time.

Ms. Bliss stated that she likes the suggestion of having a school by school conversation, unfortunately, neither the Board nor Administration has the hours at this point to attend every school. She asked for some guidance from Administration. Ms. Roa stated that the only requirement for having a discussion on a Wednesday afternoon would be that whatever Professional Development the principal might have scheduled for that day would have to wait by agreement and a day would have to be selected that would be good for the schools. Ms. Roa stated that she would like a definition of the criteria for the meetings.

Dr. Stark stated that she's sure there are other ways to get input from our employees and stated that Ms. Baron had a good idea but also stated that if anyone else has any ideas about having better communication they should contact Administration or the Board.

The Board unanimously approved the motion and Item F1 was passed.

G. Curriculum & Instruction – Tom Lind, Interim Assistant Superintendent

1. None

H. Human Resources – Randy Dickason, Executive Director

1. None

I. Board Reports and Requests

1. Board Direction to the Chief Executive Officer (if necessary)

Ms. Roa stated that she has a request to try and schedule an Executive Session and Special Meeting. She asked the Board for some direction as to what days work better.

A Board Meeting was scheduled for Tuesday evening, March 31, 2009 at 6:00 p.m. to be held in the Governing Board Room and the Collaborative Agreement will be reviewed as a First Draft, with the attorney present.

A Regular Meeting will be held on April 9, 2009 and they will have the RIF list on that date.

The Board will meet as a Board on April 27 at 6:00 pm to have a Special Meeting and in that Special Meeting the Action Item will be on the agenda on the final action on closure of the Preparatory Academy.

2. Board Report
None

J. Adjournment

The Board Meeting adjourned at 7:25 p.m.

Respectfully Submitted,

Dr. Ruth Ann Marston
Board President

RAM: evm