



Phoenix Elementary School District No. 1  
Regular Public Meeting/Regular Session

April 8, 2010

Dr. Ruth Ann Marston presided over the PESD #1 Governing Board Meeting in the Phoenix Elementary School District Governing Board Room.

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  
Superintendent

Mr. Tom Lind  
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

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**A. Regular Session – 6:00 p.m.**

1. Call to Order – Dr. Ruth Ann Marston, President
2. Pledge of Allegiance – Alexandria Harris, Shaw Principal

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

**D. Superintendent's Report**

1. Awards and Recognitions

- ◇ Mr. Ed Flores, Kenilworth School Principal gave recognition to Mr. Ryan Williams, Art Teacher at Kenilworth School for his work on Jackson Pollock and described how Mr. Williams has initiated Jackson Pollock Night which honors a local artist who is world-renowned. Mr. Williams thanked his Kenilworth colleagues for their daily support of him and their dedication to the kids and stated that PESD has one of the strongest art departments in the valley and he hopes it continues to be funded. He also stated that he hopes more parents become involved in PTO.
- ◇ Mr. Kenneth Baca, gave recognition to Mr. Michael Fisher, Director of Plant Services, Transportation and Warehouse who will be leaving PESD this month after nine years of service to go to a school district that really needs him but he leaves us in very good hands because of the team he built. Mr. Fisher stated that he has been in this career for 33 years and stated that it was not an easy decision for him to make about leaving the District to go to Littleton School District and that this has been the best administration and school board that he's ever had the opportunity to work with. Mr. Fisher stated that his grandfather was also in the school business and opened up Washington High School and Moon Valley High School and prior to that, he had Mr. Fisher's position at Glendale High School. He stated that his father was the Plant Services Manager and retired from Glendale High School, so schools are kind of in their blood. Mr. Fisher thanked everyone for their support and for everything they've done for him.

- ◇ Mr. Baca gave recognition to Ms. Michelle Burkhart, Director of Child Nutrition and her staff for passing the ADE Audit with very good results. Ms. Burkhart introduced Ms. Liz Romero, Kitchen Manager at Whittier; Ms. Cindy Burnside, Kitchen Manager at Faith North School; Gloria Garcia, Kitchen Manager at Garfield School and Ms. Margaret Duchard, Child Nutrition Supervisor. Ms. Burkhart stated that it's because she has such a dynamic staff and a commitment to children and service that they passed the review and stated that they worked nights and weekends getting everything extremely organized which was appreciated by the Arizona Department of Education and because they were so organized, they were able to cut the review one day short.
- ◇ Recognition was given to the Wellness Committee which includes Ms. Erica Brown, Ms. Michelle Burkhart, Ms. Stella Garcia and others who have helped promote health and wellness in our school district. Ms. Erica Brown spoke about the very first Health and Wellness Fair that was held on March 24 which was very successful and stated that she was informed by the people at Valley Schools Employee Benefits and Trust who help us with our Health and Wellness Program, that they work with over two dozen other school districts but this was the biggest kick-off health fair that they've ever had in any school district! A slide show of the event was presented.
  - Ms. Brown also spoke about the successful Mobile Mammogram Event that was held in December where 50 women had a mammogram performed that day. Ms. Brown stated that she was told by people that they were very thankful that the mammogram event was held because otherwise, they would not have gone to their doctor to have it done.
  - Ms. Brown also announced that we will be incorporating *Zumba* classes, which are aerobic classes, starting on Monday, April 12, 2010, to help promote health and wellness. She stated that because we have such busy schedules, wellness classes will be held where people can get information about maintaining their health and eating right while on the run and the next class will be coming up this week. She stated that she was informed by Valley Schools Employee Benefits and Trust that our very first class, "Getting Started" was the biggest turnout that they've had for any Health and Wellness Classes. She stated that she is very excited that employees are getting on-board because it's a great stress reliever.
- ◇ Mr. Tom Lind gave recognition to Mr. Kevin Stage, an employee at Whittier School and described him as a true hero from our local community. A couple of weeks ago, a news story was broadcast on TV about three children who were carjacked and a few minutes later, the news came in that the children were released into the hands of a Good Samaritan near 12<sup>th</sup> Street and Monte Vista, which is in our school district neighborhood. Mr. Kenneth Baca alerted all of our schools of this emergency and later that day it was learned that our Mr. Kevin Stage was the Good Samaritan who came to the rescue of the children. Mr. Lind informed Mr. Stage that we are so grateful that he was there for the three children that day and that this has caused quite a bit of notoriety for him because he saw Mr. Stage on CNN on Sunday night. Mr. Stage stated that this has been very strange for him because people come up to him and tell him that he's had his 15 minutes of fame, parents come up to him and thank him, people wave at him and honk their car horns when they see him standing in his front yard or when they drive past his home.

## **2. Announcements**

Mr. Lind announced The Dream Tour, an exciting, wonderful opportunity for our school district. He briefly stated that about a month ago we were contacted by the Harris Foundation, an organization started by Dr. Bernard Harris, the first African American Astronaut in space and his foundation is based out of Houston. One of Mr. Harris' objectives since he's retired from the space program is to provide motivational experiences for Middle School Students to see the value of continuing their education and to promote Science, Technology, Engineering and Mathematics in schools, and each year, ten cities in the United States are selected by his foundation to host a multi-media assembly event for 7<sup>th</sup> and 8<sup>th</sup> grade students and this year, Phoenix is on the list. Mr. Lind stated that a representative from the Harris Foundation came to Phoenix and met with him and other staff members and said he was looking for an appropriate venue for this opportunity and what better opportunity than our UPSP Auditorium. They toured the facility and met the UPSP staff and then the representative went to visit other school districts in the city that were also contenders for this particular event. Mr. Lind kept in touch with him and within the past few days was notified that PESD was selected to host this outstanding event on May 7. This experience will be provided for as many students as we can host in the auditorium, including students

from UPSP and several of our district schools as well. Mr. Lind stated that it's a great honor that Dr. Bernard Harris will join us for that day and additional information will be provided shortly so that board members can attend the event as well.

**B. Approval of Consent Agenda**

1. Ratification of Payroll \$1,971,918.18 and Expense Vouchers \$1,313,071.53 in the Total Amount of \$3,284,989.71
2. Request to Approve Out of District Field Trips
3. Request for Approval of Employment of Administrative, Certified and Classified Staff
4. Request for Approval of Employee Contract/Work Agreement Adjustments for Changes in Position
5. Request for Approval of Separation of Employment, Resignations and Retirements

*Mr. Allsworth moved for approval of the Consent Agenda and Ms. Bliss seconded the motion. Ms. Meza asked to have Item B2 pulled (Request to Approve Out of District Field Trip for Kenilworth School). Ms. Bliss also agreed to pull Item B2, assuming that the maker of the motion agrees and it was agreed upon. The reason for pulling Item B2 was that although Kenilworth School's Field Trip was for two days, there was no information regarding lodging. Mr. Lind stated that he spoke with Mr. Flores about this earlier and they agreed they would like to bring this item back to the board meeting on April 22 and asked if the board members would like to include approval for Magnet Traditional School's Field Trip which is listed on the following page in the Consent Agenda. The board members who were involved in the motion agreed to this and the board unanimously approved the motion as re-stated and the Consent Agenda was passed with the exception of Kenilworth School's Field Trip.*

**C. Community Communications**

None

**E. Business Services – Kenneth Baca, Assistant Superintendent**

1. Request to Approve Preliminary Budget for 2010-2011 in the Event Proposition 100 Does Not Pass
2. Request to Approve Contingency Budget for 2010-2011 in the Event Proposition 100 Passes

◇Mr. Baca stated that as the board is aware, at the last board session information was brought to the board regarding the status of state cuts and potential cuts in K-12 education. He stated that the board directed them to bring to them two budgets, one preliminary and one contingency budget and Item E1 and Item E2 both speak to that matter. He stated that the Preliminary Budget includes a budget that takes into account the May 18 vote if Proposition 100 fails and that he thinks we have all heard the information regarding that election and what it can potentially do and tonight we have heard from some people who have made a tremendous difference in the district and we know that as the board considers this, we are affecting the lives of people in our district who do the great things that the board heard about tonight and there are real people behind these numbers. Mr. Baca stated that he knows that when they present it to the board, it will be presented with a heavy heart knowing that it's a difficult decision and hoping that when the board approves Item E1 and then Item E2 that it's actually after May 18<sup>th</sup> and Item E2 is the budget that we will then follow. Mr. Baca recommended that the governing board approve the 2010-2011 Preliminary Budget in the event that Proposition 100 does not pass. Ms. Bliss asked if she can move approval of Items E1 and E2 as a joint motion and Dr. Marston stated that she can. Mr. Baca then stated that in addition to that, he recommends that the governing board approve the 2010-2011 Contingency Budget in the event Proposition 100 passes. Ms. Bliss moved approval of Items E1 and E2, two alternative budgets presented in the agenda of today's date. Mr. Allsworth seconded the motion. Mr. Allsworth stated that there are members of the district community in the audience, and asked Mr. Baca to elaborate on what level of control PESD has as a district on the state funding and asked if it is beyond our control. Mr. Baca stated that it is out of our control in terms of what the governor has signed. The adopted budget she signed is if Proposition 100 passes and her conditional budget is if it fails. So it's very clear that whatever is the outcome of the election, we must face in terms of cuts. *The board unanimously approved the motion and Items E1 and E2 were passed.*

3. Request to Receive and Discuss Information on Capital Needs for Phoenix Elementary School District #1

4. Request to Award Approval of Request for Proposal #0098-0910 for Energy Conservation Consultant Services to Energy Education, Inc.

*Ms. Bliss moved for approval of Item E4 and also Item G8, Human Resources' job description for an Energy Education Coordinator. Dr. Stark seconded the motion and the board unanimously approved the motion and Items E4 and G8 were passed.*

5. Request for Award Approval of Request for Proposal #008-0910 for Grease Interceptor Repair and Remodel

*Ms. Bliss moved for approval of Item E5 and Mr. Allsworth seconded the motion. The board unanimously approved the motion and Item E5 was passed.*

**F. Curriculum & Instruction – Tom Lind, Assistant Superintendent**

1. Request for Purchase of K-2 Supplemental Mathematics Materials from Pearson in the Amount of \$138,851.28

*Ms. Bliss moved for approval of Item F1 and Ms. Meza seconded the motion. The board unanimously approved the motion and Item F1 was passed.*

**G. Human Resources – Randy Dickason, Executive Director**

1. Request for Approval of Reduction in Force of Certificated Teachers

◇Mr. Dickason stated that this list was determined based on seniority and in order to determine seniority, they used the teachers' hire date. In cases where teachers had the same hire date, the contract signature date was used as a tie-breaker. After this Board Book was prepared, they learned of an error in a teacher's hire date. The error was corrected, resulting with one teacher at Herrera School, Ms. Annmarie Pattelli being removed from this list. After the removal of Ms. Patelli, there are 169 teachers remaining on this list. Of those 169 teachers, 20 are continuing teachers and 149 are non-continuing teachers. Mr. Dickason stated that this is in response to the preliminary budget that was proposed earlier. Administration recommends that the governing board approve the Request for a Reduction in Force for Certificated Teachers with the name of Annmarie Patelli stricken from this list. *Ms. Bliss moved for approval of Item G1, Reduction in Force of Certificated Teachers as listed in Item G1 of the agenda of today's date, with the exception so noted by Mr. Dickason. Mr. Allsworth seconded the motion.*

Ms. Bliss asked if this list relates to Item E1 and Mr. Baca and Mr. Dickason stated that it relates to the Preliminary Budget. Ms. Bliss asked what the list looks like if it's Item E2, to which Mr. Baca stated that it's the worst-case scenario and also stated that if E2 Prop 100 passes, then many of the teachers on this list are called back and these are only classroom teachers. He stated that what they have left is what is only due to the enrollment, which they predict to be 49. Ms. Roa clarified that the list would then be reduced from 169 to 49, and Mr. Baca stated that is correct and also added that the 49 that are remaining would be classroom teachers only. He stated that what we have on the list tonight includes all certificated staff that are classroom teachers as well as other certificated staff in other jobs. Ms. Bliss clarified that the entire list is Budget E1 but 49 of the people on this list are Budget E2 and asked if it goes from the top or the bottom. Mr. Baca stated that the list is not in order of seniority and believes that it is alphabetized by school and then the person's name within the school. The list cannot be figured out as to who the 49 people are.

◇Ms. Rosalinda Ramirez, President of PECTA expressed her concerns about the Reduction in Force and on behalf of PECTA, expressed her appreciation for the great consideration that has taken place in this year's Reduction in Force and stated that she also appreciates the explicit information provided by Mr. Baca, the collaboration and availability of Mr. Dickason and Mr. Hammond and thanked them. She stated that our Cabinet, our District Governing Board, Administration and also our PECTA Board are all looking forward to the recall and the placement of as many employees as soon as possible because we don't want to lose any of our employees to other districts or other states, for that matter. We value our employees, their time invested and all that they do for our students. She stated that they look forward to that time when we can hire these employees back.

◇Ms. Noreen Baldwin, ESI Contractor with Speech at Kenilworth School stated that she is not only a PESD employee this year after having retired after a number of years in one of PESD's opposing districts, but she is also a 36-year resident of this district. She expressed her concerns about the Reduction in Force. By her count today, the Kindergartens at Kenilworth were 28 or 29 and that's too many bodies to educate. Comments from the board:

Mr. Allsworth thanked those who have expressed their opinions and showed solidarity and stated that both teachers who teach his children are on the RIF list and he and the teachers are not happy with it. He stated that board members are aware of what's happening and they're not happy about it.

Ms. Bliss stated that she thought the legislature had changed these rules and asked why we are doing this.

Mr. Dickason replied that the legislature changed the rules but our legal counsel advised and the board endorsed this at a previous meeting that because teachers signed contracts last year with the policies that were in place, they had an expectation that whatever impact we had on their employment status, would be based upon the policies that were in place so the answer is, it's not as much the legal requirement as it is our own desire based on advise of legal counsel to honor those commitments that were made last year with the signed contracts. *Mr. Allsworth voted Aye, Ms. Meza voted Aye, Dr. Marston voted Aye, Ms. Bliss stated Nay and Dr. Stark stated Nay. Three board members approved Item G1 and it was passed by three votes.*

## 2. Request for Approval of Non-Renewal of Classified Employees

*Ms. Bliss moved approval of Item G2 and Mr. Allsworth seconded the motion. Dr. Stark stated that she feels the same about Classified employees as she feels about Certified employees. She stated that she's sure that it has been as gut-wrenching and miserable for people who are being rified who are Certified as well as the people who are Classified and she feels it's a terrible thing that the Board is being asked to do. Ms. Bliss stated that this is something that affects everybody equally as long as they're human beings and last time she checked, Classified are just as human as Certified and so are Administrators.*

*Mr. Allsworth voted Aye, Ms. Meza voted Aye and Dr. Marston voted Aye. Dr. Stark stated Nay and Ms. Bliss stated Nay. Item G2 was passed by three votes.*

## 3. Request for Approval of Non-Renewal of Teachers with Emergency Certifications

*Mr. Allsworth moved for approval of Item G3 and Ms. Meza seconded the motion. Yeas: Mr. Allsworth, Ms. Meza, Dr. Stark and Dr. Marston. Ms. Bliss stated Nay. Item G3 was passed by 4 votes.*

## 4. Request for Approval of Non-Renewal of Retired Staff Who are Working in the District as Retirees

*Ms. Bliss moved approval of Item G4 and Dr. Stark seconded the motion. The board unanimously approved the motion and Item G4 was passed.*

## 5. Request for Approval of Non-Renewal of Administrators

*Ms. Bliss moved for approval of Item G5 and Ms. Meza seconded the motion. The board unanimously approved the motion and Item G5 was passed.*

## 6. Request for Approval of 2010-2011 Salary Placement Schedules

## 7. Request for Approval of 2010-2011 Pay Schedule for Substitute Teachers

*Ms. Bliss moved approval of Item G6 and appended to that item number including Cabinet Level, Administrators' Placement Schedule, Professional Staff Salary Schedule, Resource Specialists, Nurse Placement Schedule, Social Worker and Psychologist Placement Schedule and added Item G7, the Schedule for Substitute Teachers to her motion and Mr. Allsworth seconded the motion. The board approved the motion and Items G6 and G7 were passed.*

## 8. Request for Approval of Energy Education Coordinator Job Description

*Item G8 was approved by the board and passed jointly with Item E4.*

## 9. Request for Approval of PEER Intersession and Summer Job Descriptions

*Ms. Bliss moved for approval of Item G9 and Dr. Stark seconded the motion. The board approved the motion and Item G9 was passed.*

## **H. Board Reports and Requests**

1. Approve Proposals for 2011 Arizona School Boards Association's Legislative Committee Action  
*Ms. Bliss moved for approval of Item H1 and Dr. Stark seconded the motion. The board approved the motion and Item H1 was passed.*
2. Update on University Public School Phoenix (UPSP)
  - Ms. Meza stated that the enrollment goal for UPSP was originally 800 and there is currently a student enrollment of 615 and this number is after the 100<sup>th</sup> day.
  - She stated that what was requested of administration is a summary of the students that have left UPSP and they'd like to know the reasons behind it.
  - They also presented their first three benchmarks and she will share it with board members at their convenience. She stated that the numbers did increase across the board after the second benchmark. Dr. Marston asked that this information be placed in a Board Update and asked Ms. Meza to give it to Ms. Moyza. Ms. Meza stated that she would include some of the follow-up in the Board Update.
3. Board Direction to the Superintendent (if necessary)
4. Board Report
  - Dr. Marston stated that her Report to the Board is that our Superintendent is due for a formal evaluation by the 15<sup>th</sup> of April.
  - The board members were reminded of the Executive Session for next Thursday morning at 8:30 a.m. on April 15, 2010.
  - Dr. Marston informed Mr. Dickason that they know that he'll be doing the process to recall as many teachers as possible as quickly as possible to which Mr. Dickason agreed.

## **I. Adjournment**

Ms. Bliss moved approval to adjourn the board meeting and Mr. Allsworth seconded the motion. The board approved the motion and the board meeting adjourned at 8:00 p.m.

Respectfully,

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Dr. Ruth Ann Marston  
Board President

RAM: evm