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Phoenix Elementary School District No. 1

Notice of Regular Public Meeting – Notice of Regular Session – Notice of Study Session

Pursuant to A.R.S. §38-431.01 and A.R.S. § 38-431.02, notice is hereby given to the general public that the Governing Board of the Phoenix Elementary School District No. 1 will hold a Governing Board Meeting which is open to the public, on **Thursday, December 8, 2011 at 6:00 p.m.**, in the Governing Board Room of the Phoenix Elementary School District #1, 1817 North 7th Street, Phoenix, Arizona.

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 (absent)

Dr. Louisa Stark

Also present were:

Ms. Myriam Roa
Chief Executive Officer

Mr. Tom Lind
Interim Assistant Superintendent
for Curriculum and Instruction

Ms. Magda Nunez
Interim Assistant Superintendent for
Business Services

Mr. Randy Dickason
Executive Director for
Human Resources

Ms. Jennifer Carpenter
Board Secretary

A. **Regular Session – 6:00 p.m.** Called to Order at exactly 6:00pm

1. Call to Order – Dr. Ruth Ann Marston, President
2. Pledge of Allegiance – Sal Mancilla
3. Student Performance - 4th and 5th Graders at Whittier

B. Approval of Consent Agenda

1. Approval of Minutes: September 8, 2011
 September 22, 2011
 October 13, 2011
 October 27, 2011
 November 17, 2011
2. Ratification of Payroll \$4,078,285.10 and Expense Vouchers \$2,222,129.40 in the Total Amount of \$6,300,414.50
3. Request for Approval of Financial Reports for Student Activity Funds through October 2011
4. Request for Approval of Gifts and Donations
5. Request to Approve Issuance of Purchase Order to Sanderson Ford for the Purchase of a New Half-Ton Truck
6. Request to Approve Increasing the Guaranteed Maximum Price (change order) to McCarthy Building Company for Purchase and Installation of Variable Frequency Drive (VFD's) Pumps and Related Valves for the Emerson Court Project
7. Request to Approve an Increase to the Guaranteed Maximum Price (change order) to McCarthy Building Companies, Inc. for Emerson Court to Include Installation of an Emergency Generator
8. Request to Approve Out of District Field Trips
9. Request to Approve Out of State Travel
10. Request to Continue to Approve the Memorandum of Understanding with Maricopa County Department of Public Health for the School-Based Dental Sealant Program to Eligible Students for the Prevention of Tooth Decay
11. Request for Approval or Ratification of Employment of Administrative, Certified and Support Staff
12. Request for Approval or Ratification of Employee Contract/Work Agreement Adjustments for Changes in Position
13. Request for Approval of Separation of Employment, Resignations and Retirements

Dr. Stark asked about a discrepancy between the amount quoted on the handout and the Agenda. Mr. Lind agreed to ask Mr. Flores and look into it. The board is okay with forwarding the motions with the understanding that it will be looked into. The correction will be released in a board update. The approval of minutes is going forward with the understanding that minor grammatical errors in the minutes will be fixed. Moved for approval by Ms. Bliss, motion seconded by Mr. Allsworth. The board approved the motion (4-0) and the motion was passed.

C. Superintendent's Report

1. Awards and Recognitions

Kenya Ward and Raul Vera were semi-finalists for the Rodel Exemplary Teacher's Award. Ms. Herne presented information on this topic. Ms. Herne gave a quick bio for both her teachers. Ms. Ward and Mr. Vera gave brief speeches. Mr. Vera spoke on behalf of Ms. Herne, naming her an exemplary leader.

Sal Mancilla was announced the winner for the Rodel Exemplary Teacher Award for 2011. Ms. deOcampo spoke on his behalf. Mr. Mancilla gave a brief speech. He thanked everyone he worked with.

2. Announcements

Mr. Crosier gave an update on the construction project. Things were moving along quite well. The roof was going on, and much work will be done during the winter break. The second phase should begin about the second week of March. People should be moving during the month of February. ADM is willing to come in and present the changes occurring, this will happen after break, at the January 12th board meeting.

D. Study Session

1. Receive and Discuss Superintendent's Performance Goals

Slide show presented by Ms. Roa.

Ms. Roa stated that her Superintendent's Performance Pay plan must and will align with the district's Strategic Plan. Dr. Marston asked Ms. Roa to clarify what she meant about the pay. She meant that the performance pay is tied into the student achievement, for instance, all third graders will be on grade level as measured by AIMS by 2013-2014, as an example.

Dr. Stark commented that 100 percent may be unrealistic, and that it may not be prudent to have her performance pay completely dependent on this. She asked if it would be possible to base it on a sliding scale. The count will be Fourth graders who are with us all year. Dr. Marston stated that any number of particular special circumstances could affect the outcome of that and that this should be taken into consideration. Mr. Allsworth suggested using broad goals and perhaps subjectively determining which goals she made progress on and that could determine her performance pay.

Dr. Marston asked about data from Fifth graders and what their progress is. Ms. Roa had access to the data but did not bring it, but that is something that she can present to the board at another time. Dr. Stark states that reading and writing should have a strong correlation. She also stated that reading can be correlated to Math as well, because Math, as well as writing is dependent on how well a child can read.

Ms. Bliss asked what percentage of Madison Eighth graders passed the AQT, as our goal is to surpass them. Ms. Roa stated that 102 eighth graders passed there, which would be 15 percent of our eighth grade class, however she did not have the percentage of Madison students.

Dr. Marston suggested that Goal 2 be tied to 20 percent of her performance pay, Goal 3 be tied to 30 percent of her performance pay, and Goal 1 remain at 50 percent. Mr. Allsworth asked how the bonus is to be paid out, if it is going to be yearly or not, and what data it will be tied to. Ms. Roa stated it will be yearly, in the year after the performance and that Goal 1 will be based on the fourth benchmark. Mr. Allsworth asked that it be more about substantial progress. He stated that it shouldn't just be objective criteria, but instead a mixture of objective and subjective criteria.

Dr. Marston stated that it may be more important to understand what needs to be done next than that you get there. Ms. Roa gave recognition to Tom and his team for putting together the curriculum and being ahead of the curve.

Ms. Bliss stated that she agreed with everything that everyone else was saying. She almost wanted to try them as they are and see how it goes.

Mr. Dickason stated that it was commendable that this issue was being discussed in the study session. He made it clear that he believes it is a great thing to have high standards and that these goals will be passed on to administrators and employees and the bar will be set high throughout the schools.

Mr. Lind stated that he supported the goals. The reading and writing matched the Language Arts academic standards, as well as for Math.

Goals from the slide show presented by Ms. Roa (edited by these minutes):

- *100 % OF ALL OF TODAY'S FIRST GRADERS WILL BE READING ON GRADE LEVEL BY 4TH BENCHMARK ON AIMS-WEB (FAY)*
 - *TIED TO up to 50% OF PERFORMANCE PAY TO BE PAID OUT IN 2012-2013*
- *100 % OF ALL OF TODAY'S FIFTH GRADERS WILL BE WRITING ON GRADE LEVEL AS ASSESSED BY AIMS WRITING*
 - *TIED TO 20% OF PERFORMANCE PAY TO BE PAID OUT IN 2012-13*
- *102 EIGHTH GRADERS WILL BE READY FOR HS AS ASSESSED BY PASSING THE HS Algebra Qualifying Test (AQT)*
 - *TIED TO 30% OF PERFORMANCE PAY TO BE PAID OUT IN 2012-13*

2. Board Approval of Superintendent's Performance Goals as Discussed

Mr. Allsworth motioned to approve the goals modified with the following comments:

[Goal 1 remain at 50 percent] Goal number two is changed to 20 percent, goal three is moved to 30 percent, so that the total reaches 100 percent, also that the progress of the goal is looked at as substantial progress rather than a formulaic result. Dr. Stark seconded the motion. The board approved the motion (4-0) and the motion was passed.

E. Community Communications

This is the time for the public to comment. Members of the board may not discuss items that are not specifically on the agenda. Therefore, pursuant to A.R.S. §38-431.01(G), actions taken as a result of public comment will be limited to directing staff to study the matter, responding to criticism, or rescheduling the matter for further consideration and decision at a later date.

Ms. Rosalinda Rodriguez speaks to the Governing Board on behalf of all employees thanking the Board for the bonus check, she will continue encouraging employees to increase enrollment and to save energy.

Note:

- Agenda items may be taken out of order.
- Anyone wishing to address an agenda item must complete a Speaker Card.
- Time for comments may be limited to ensure that different viewpoints are heard.

F. Board Reports and Requests

1. Board Direction to the Superintendent (if necessary)
2. Board Report

Dr. Marston and Ms. Meza have been chosen to be delegates at the ASBA Legislative Conference next week. Ms. Meza will be delegate; Dr. Marston will be an alternate. Dr. Marston also mentioned that holiday programs will be included with this board report so that if any of the staff would like to see our children perform, the information is there.

G. Adjournment

Ms. Bliss motioned to adjourn. Dr. Stark seconded the motion. The board approved the motion (4-0) and the motion was passed.

Adjourned at 7:24 pm.

Board packets containing information for this meeting may be reviewed in each of the school offices and at the reception desk at the Emerson Court Administrative Complex. Additional material may be added to the packet up to 24 hours before the Governing Board meeting and will be available in the Superintendent's and at the reception desk at Emerson Court. Anyone requiring special accommodations or Spanish translation, please contact the Governing Board office at 602-257-2912. This notice posted pursuant to A.R.S. §38.431.02. The next Governing Board meeting will be held on Thursday, January 12, 2012 at 6:00 p.m.

Respectfully Submitted,

Dr. Ruth Ann Marston
Board President