

**Minutes of Regular Public Meeting
January 24th, 2013**

Dr. Ruth Ann Marston presided over the Phoenix Elementary School District # 1 Governing Board Meeting in the Kenilworth Elementary School Auditorium, 1210 N. 5th Avenue, Phoenix, AZ 85003

Other board Members present were:

Mr. Doug Allsworth Ms. Susan Benjamin Dr. Angel Jannasch-Pennell

Also present were:

Dr. Myriam Roa Superintendent	Mr. Randy Dickason Executive Director for Human Resources	Mr. Tom Lind Assistant Superintendent	Mr. Larry Weeks Assistant Superintendent
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Ms. Lillian Hameed
Board Secretary

A. Regular Session – 6:15 p.m.

1. Call to Order – Dr. Ruth Ann Marston, President

Dr. Marston announced that this would be the last meeting to be held at Kenilworth School. Future Board meetings will be held in the new Governing Board Room at Emerson Court. There will also be an open house at Emerson court on February, 14th, 2013 from 4 – 6 pm.

2. Pledge of Allegiance – Rosanna Hidalgo

C. Approval of Consent Agenda

Agenda item taken out of order

1. Approval of Governing Board Minutes for October 18, 2012, October 25, 2012, November 15, 2012 and December 13, 2012
2. Ratification of Payroll \$4,073,724.70 and Expense Vouchers \$1,524,276.61 in the Total Amount of \$5,598,001.31
3. Request for Approval of Financial Reports for Student Activity Funds for the Month of December 2012
4. Request for Governing Board to Approve Out of State Travel
5. Request for Approval or Ratification of Employment of Administrative, Certified and Support Staff
6. Request for Approval or Ratification of Employee Contract/Work Agreement Adjustments for Changes in Position
7. Request for Approval of Separation of Employment, Resignations and Retirements
8. Request for Approval of Uncompensated Leave of Absence

*Mr. Allsworth moved to approve the consent agenda, Ms. Benjamin seconded
Motion was approved 4-0*

D. Community Communications

All were addressed under G.1

E. Superintendent's Report

Agenda item taken out of order

1. Awards and Recognitions

Dr. Roa was pleased to have Mr. Lind report on the District Spelling Bee and Girls Volley Ball winners.

Mr. Lind reported that the spelling bee was held at Kenilworth on Friday, January 18th, 2013. Several schools participated, having completed their school spelling bee. They were Dunbar, Edison, Faith North, Herrera, Kenilworth, Lowell, Magnet, Shaw and Whittier. The winners were:

- *1st place: Michael Turley, Faith North*
- *2nd place: Carlos Lopez, Herrera*
- *3rd place: Mary Jane Macias, Kenilworth*

The winning word in the spelling bee was "IMPOSSIBLE". All three of our district winners will participate in the Region 3 spelling bee held on Saturday, January 26th, 2013 at the Morris K. Udall School. Region 3 consists of 14 school districts as well as some charter and private schools in the central Phoenix area.

Also celebrated, was our afterschool Sports Girl's Volley Ball winners:

- *1st place: Edison (for the 4th consecutive year)*
- *2nd place: Faith North*

The season's most valuable player was Rachel Reyes from Edison school. The coaches of the Year were Virginia Ohton & Danielle La Mantia both from Dunbar. A silver medal was presented to the west team and a gold medal to the east team that participated in the final. Mr. Lind also thanked Mr. Curtis Johnson for his leadership in the afterschool program.

2. Announcements

3. MCESA / REIL Update

Dr. Roa addressed this with agenda item G. 1.

G. Curriculum & Instruction – Tom Lind, Assistant Superintendent

1. Request for Governing Board to Approve the Intergovernmental Agreement with Maricopa County Education Service Agency (MCESA) to Implement the Rewarding Excellence in Instruction & Leadership – The Next Generation (REIL-TNG) Teacher Incentive Fund Grant

Mr. Lind spoke to item G.1 regarding MCESA and REIL-TNG and informed the Board that Dr. Janice Johnson as well as a team from MCESA was present and available for questions.

Dr. Roa reported that the district has an opportunity to participate in a different and new grant that MCESA applied for and received. There are other k- 8 districts involved in the grant. When presented at the ...meeting, the Governing Board requested administration implement a process to gather as much teacher input as possible. Dr. Roa reported that there were presentations to principals and key teachers at each of the schools and they were asked to present their questions regarding the grant. Some of the questions concerning this teacher incentive grant were:

- *Will I lose any of my teacher salary?*

Dr. Roa explained that in discussions with MCESA, it is the understanding that teachers will not lose any of the base salary they have. Dr. Roa stated that there is Prop 301 and performance pay buckets that are outside of the base that she would recommend be re-allocated for sustaining this new system in year six.

- *How much performance pay will there be?*

The new HB2823 law requires we have four different classifications for teachers. Those classified as effective or highly effective under this grant may receive 8% from our current base. Conservatively this amount will range from \$2,640 - \$7,840.

- *When will we receive the performance pay?*

The first year to receive the pay is school year 2014/15.

- *What happens when the funds run out?*

The current legislation requires the District to use our own M&O money and Prop 301 dollars for performance pay. Dr. Roa stated that she would recommend that Mr. Weeks and MCESA work to put a plan together for year 6 and beyond using some of those funds, and to aggressively seek other funding for performance pay to sustain teacher pay.

- *How will the evaluation system work and how will special area teachers be handled?*

Dr. Roa stated that evaluations would be handled much as they are now. [Added for clarity – the evaluation system has observations in a cycle that exceed a contract year because student AIMS data is not available until after teacher contracts are offered and returned. Special Area teachers will be included similarly as they are now, as a key part of the school team and school efforts.]

- *How many observations are required, and how many are mandated?*

Five observations are required, two by the principal or director and 3 by peer evaluators assigned to us by MCESA. Two are mandated by HB2823, so this is over and above the current requirement.

- *How will the REIL score be calculated?*

Dr. Roa stated that the current REIL score is based on the Learning Observation Instrument and will be based on student data, which will not be available until after AIMS, probably in the 2013/14 year. The grant we are considering, similarly the REIL score will be aligned to HB2823, with 50% Learning Observation Instrument and 50% on data which include some AIMS, some Galileo, and some district created assessment. Some choices are yet to be made for the grant.

- *What are the ramifications of this system? (The performance based system of classification)*

Dr. Roa stated that HB2823 guides those ramifications, but the understanding is we will look at it as a means for improvement through professional development.

Community communications were addressed at this time.

Mr. Andrew Ferrell, teacher at Capitol school, Ms. Ginger Baron, Media Specialist at Lowell, Ms. Meagan White, teacher at Magnet, Ms. Melanie Hobden, teacher at Herrera, and Ms. Rosalinda Ramirez, PECTA president, all spoke to item G.1 posing questions regarding:

- *The number of observations*
- *Time for teachers to plan for the observation*
- *Evaluations*
- *Professional development*
- *Teachers' financial compensation*

Dr. Janice Johnson explained that having 5 observations gives teachers more opportunities to present a more accurate assessment of their ability and performance.

Ms. Nadine Gofonia, Principal at Shaw school thanked the Board for considering this grant opportunity, and for the implementation of the LOI and the LDOI. She stated that she has seen more alignment and focus in instructional practices. She went on to state that although there have been challenges, and some of the teachers have been apprehensive, she has seen instructional practices improve on her campus. She further stated that the training for the principals and teachers, and the support provided by the coaches/consultants, is prompting even more quality education and student achievement.

Dr. Roa addressed the stresses of the evaluation system. She stated that this year is a planning year, and therefore is a year to focus on learning and improvement.

Dr. Marston spoke of her optimism for this district. She stated that she sees our students achieving their life goals because they will be playing on a better than level playing field, due the education they are receiving with Phoenix Elementary.

Mr. Allsworth moved to approve item G.1, Ms. Benjamin seconded

Mr. Allsworth then asked why the observation requires so much time. Dr. Janice Johnson of MCEA explained that there are elements and guidelines in place for the observations that must be adhered to.

Dr. Jannasch-Pennell spoke of the academic accomplishments our district has made in the last year. These were outlined in presentations by Ms. Kim Hertzog and Ms. Kathi Marston at the last Board meeting. She went on to say that she wished everyone present, could have been at that meeting. She further stated that from the success we have had, teachers are doing a wonderful job already and will only get better with practice.

Ms. Benjamin asked for further clarification as to the number of formal observations. Dr. Johnson explained that it is necessary to follow the guidelines of the grant.

Mr. Allsworth stated that one of the reasons for the observations is to identify struggling teachers and give them the necessary training for success, not just for the purpose of performance pay.

Motion was approved 4-0

F. Business Services – Larry Weeks, Assistant Superintendent

Agenda item taken out of order

5. Request to Act to Approve Issuance and Sale of Refunding Bonds

Mr. Weeks explained the concept of refunding bonds. Refunding bonds involves paying down debt of our existing B bonds by deferring that debt to our existing A bonds, which have been paid down considerably.

Mr. Weeks then introduced Mr. Fred Rosenfeld, Bob Casillas, Erika Miller and Randie Stein. They provided a presentation regarding the refinancing/restructuring of existing bonds the district has previously issued. After discussion it was determined that there were no negative consequences with moving on with the refinancing / restructuring of the bonds.

Mr. Allsworth moved to approve item F.5, Ms. Benjamin seconded

Motion was approved 4-0

Mr. Fred Rosenfeld made note that a clerk must be appointed as part of the agenda to authorize the bonds. This appointment will only last until the bonds are issued.

Ms. Benjamin moved to appoint Mr. Allsworth as clerk, for the purposes of authorizing and issuing the refund of the bonds, Dr. Jannasch-Pennell seconded

Motion was approved 4-0

1. Request for Governing Board to Receive, Discuss and Take Possible Action on Lighting Retrofit

Mr. Weeks explained the reason for the lighting retrofit. He went on to explain that the \$450,000.00 cost will be off-set due to energy cost savings.

Mr. Allsworth moved to approve item F.1, Dr. Jannasch-Pennell seconded

Motion was approved 4-0

2. Request for Governing Board to Receive Declaration of Emergency Procurement Written Statement

Mr. Weeks praised our maintenance team; Mr. Terry Crosier, Mr. Anthony Gannuscio, and Mr. Karl Truscott for their quick responses and assistance in resolving this problem.

Mr. Allsworth moved to ratify the emergency procurement declaration as set forth in item F.2, Ms. Benjamin seconded

Motion was approved 4-0

3. Request to Approve Issuance of Purchase Order to USA Shade & Fabric Structures, Inc. (Mohave Educational Services Cooperative Contract #10M-PORT-0104) for a New Shade Structure for Dunbar School
4. Request to Approve Issuance of Purchase Order to Dave Bang Associates, Inc. (Mohave Educational Services Cooperative Contract #09V-BANG-0219) for a New Play Structure for Dunbar School

Mr. Allsworth moved to approve items F.3 and F.4, Dr. Jannasch-Pennell seconded

Ms. Benjamin asked about the maintenance of the structure. Mr. Weeks explained that there is a warranty in place also, Mr. Terry Crosier, Director of Plant Services explained that there is a maintenance program in place throughout the district.

Motion was approved 4-0

H. Human Resources – Randy Dickason, Executive Director

1. Request for Governing Board to Approve Governing Board Policy GB, General Personnel Policies as a Second Reading
2. Request for Governing Board to Approve Governing Board Policy GBECA, Nonmedical Use or Abuse of Drugs or Alcohol as a Second Reading
3. Request for Governing Board to Approve Governing Board Policy GCCAA, Instructional Staff Sick Leave (Perfect Attendance Incentive Award) as a Second Reading
4. Request for Governing Board to Approve Governing Board Policy GCCD, Professional/Support Staff Military/Legal Leave as a Second Reading
5. Request for Governing Board to Approve Governing Board Policy GCD, Professional/Support Staff Vacations & Holidays as a Second Reading

Mr. Allsworth moved to approve item H. 1 through H.5, subject to minor grammatical changes the Board may put forth, Ms. Benjamin seconded

Motion was approved 4-0

6. Request for Approval of New and/or Revised Job Descriptions

Dr. Marston recommended an amendment for Cabinet to evaluate whether the person the employee reports to should, or should not be added to the job descriptions.

Ms. Benjamin moved to approve item H.6 with attachment carried forward, as well as the stated amendment, Dr. Jannasch-Pennell seconded

Motion was approved 4-0

A. Regular Session

3. Adjourn to Executive Session

Mr. Allsworth moved to adjourn to Executive Session

Meeting was adjourned to Executive Session at 8:05 pm

B. Executive Session

1. §38-431.03.A.7. - Discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations for the purchase, sale or lease of real property.
2. Adjourn to Regular Session

Meeting was adjourned to regular session at 9:20 pm

I. Board Reports and Requests

There were no Board reports or requests.

J. Adjournment

Meeting was adjourned at 9:20 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, February 14, 2013 at 6:15 p.m. in the Governing Board Room at Phoenix Elementary District Office / Emerson Court, 1817 North 7th Street, Phoenix, Arizona 85006

Respectfully submitted by:

A handwritten signature in cursive script that reads "Ruth Ann Marston". To the left of the signature is a large handwritten "X" mark. The signature is written over a horizontal line.

Dr. Ruth Ann Marston

Board President, Phx. Elem. School Dist. #1