

**MINUTES OF THE REGULAR MEETING
OF THE GOVERNING BOARD
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48**

April 17, 2018

A Regular Meeting of the Governing Board of the Scottsdale Unified School District, #48, Maricopa County, was called to order at 5:11 PM, at the Scottsdale Unified School District Coronado High School, 7501 E. Virginia Avenue, Scottsdale, Arizona

Board Members in attendance were Barbara Perleberg, President; Kim Hartmann, Vice President; Allyson Beckham; Pam Kirby; and Sandy Kravetz. Acting Superintendent Dr. Amy Fuller was also present. A quorum was present. President Perleberg called upon Mrs. Hartmann to lead the audience in the Pledge of Allegiance. Mrs. Perleberg welcomed approximately 150 visitors.

The following amendments to the Agenda were made:

Dr. Fuller:

Consent Item VII. C. Accounts Payable Vouchers Processed from March 7 through April 5, 2018 – Remove Funding Line 630-Bond - \$19,349,621.95

Consent Item VII. E. Personnel Action Items, 2/23/18 – 3/30/18 – TRANSFERS: Administrative: Remove Susan Doyle

Mrs. Beckham asked to pull the following items to be heard separately for clarification and/or explanation:

Consent Item VII. R. Proposition 301 Pay for Performance Revisions

Consent Item VII. S. Teacher Classification Revisions

Consent Item VII. V. Approval of Payment of Arizona State Retirement System (ASRS) "Excess Benefit Distribution"

Consent Item VII. W. Authorization to Purchase – School Furniture for Hopi and Pima Elementary Schools

Consent Item VII. X. Approve the Delegation of Authority to Dispose of District Equipment

Mrs. Kirby moved to approve the Agenda as amended. Mrs. Beckham seconded the motion.

The motion was approved with a vote of 5 – 0.

Students and Staff Recognition and Celebrations

Debbie Ybarra, Executive Director for Elementary Schools, recognized:

- Redfield Elementary School U.S. Forest Service poster competition winners Addison Ward and Teagan McCarthy
- Redfield Elementary School poetry collection contributor Kaia Rodgers
- Hopi Elementary School state dinosaur creator Jax Weldon
- Tonalea K-8 School student council Leukemia Society fundraiser

Dr. Steve Chestnut, Associate Superintendent, recognized:

- Desert Canyon Middle School Arizona Geography Bee runner-up Christopher Yearout

Dr. Cecilia Johnson, Assistant Superintendent for Educational Leadership, recognized:

- Coronado High School music department, recipient of a \$2000 grant from the GRAMMY Museum and Hot Topic Foundation. Band and Orchestra director is Bret Lee.
- Coronado High School 2018 Flinn Scholar Christopher Hernandez Salinas, Coronado's first-ever Flinn Scholarship winner.

Superintendent's Comments

Dr. Fuller introduced Christine Bonow, principal of Redfield Elementary School. Ms. Bonow announced that Redfield received an A+ designation from the Arizona Educational Foundation (AEF). This is the first time Redfield has received the A+ designation.

Dr. Fuller introduced Dr. Katie Root, principal of Laguna Elementary School. Dr. Root announced that Laguna also received the A+ designation. The AEF renewed Laguna's A+ status for another 3 years.

Amendments to Agenda

Motion #134
Approval of Agenda as Amended

Students and Staff Recognition and Celebrations

Superintendent's Comments

Dr. Fuller celebrated the Robotics teams from Saguaro, Chaparral and Desert Mountain. The teams will represent SUSD at this week's FIRST Robotics world championship in Houston. She thanked Scottsdale Charros and Board Member Kirby, who, once again, stepped up to help with the estimated \$20,000 cost of getting each team to Houston.

Information/Discussion Items

V. A. 2017-2018 School Continuous Improvement Plans (CIPs)

Sheila Miller, principal of Cochise Elementary School, and Chuck Rantala, principal of Hohokam Elementary School, presented PowerPoints reviewing their schools' Continuous Improvement Plans.

V. B Enrollment Update

Dr. Steve Nance, Assistant Superintendent for Educational Services, updated the Governing Board on the District's current enrollment. Discussion followed regarding staffing and the effects of enrollment on funding.

V. C. Bell Schedule Proposal Increasing Student Achievement with Embedded Interventions/Enrichment at Coronado High School

Chris Gilmore, principal of Coronado High School, presented a PowerPoint reviewing a proposed bell schedule that could increase student achievement at Coronado High School. The program, called RISE (Receiving Individual Supplemental Education) will introduce an intervention hour built into the middle of the school day and will give students the help they may need to get to the next level in their education. The Superintendent's Cabinet approved the program as a pilot program for the 2018-2019 school year.

V. D. Presentation on Safety Systems

Dr. Milissa Sackos, Executive Director for Support Services, and James Dorer, Chief Security Officer, presented a PowerPoint that reviewed the programs and practices the District has in place to ensure the safety of its students and staff. Dr. Sackos also addressed the social and emotional safety of SUSD students.

V. E. AMENDMENT TO AGENDA Teacher Salary Increase

Dr. Doug Virgil, CFO, presented a review of Governor Ducey's proposal for a 20% increase in teacher salaries over 3 years. The Governing Board discussed its intent on how it would disburse those funds. Also discussed was the Governor's proposal for partial restoration of District Annual Assistance (DAA) funds in the amount of \$1.5 million. This funding could be budgeted in Capital or Maintenance and Operations (M&O).

Public Comment

Eric Kurland spoke in support of increased salaries for all staff. Also, he feels the District is facing a crisis in teacher retention. He urged the Governing Board to look at retention rather than recruitment.

Wendy Clifford spoke of her concern with teachers who are leaving Chaparral High School.

Ian Stephan spoke as vice president of the Scottsdale Education Association (SEA) and asked the Governing Board to reinstate the Teachers Employment Agreement (TEA) and release time for the SEA president.

Kendra Olivieri, Chaparral High School student, spoke of her concern with the lack of respect from the principal of Chaparral.

Susan Hughes urged the Governing Board to support the "Red for Ed" movement and to reinstate the TEA and the Meet and Confer process.

Mike Peabody, president of the Scottsdale Parent Council (SPC), spoke about the difficulties he has faced from Administration regarding holding SPC meetings.

Joe Geusic spoke about what is happening at SUSD and urged that everyone should be respectful to each other and work with each other.

Information/Discussion

•2017-18 CIPs

•Enrollment Update

•Bell Schedule Proposal
– Coronado HS

•Presentation on Safety
Systems

•Teacher Salary
Increase

Public Comment

Public Comment - Continued

Larissa Beckstead, on behalf of the Arizona Educators United (AEU), asked the Board to develop a resolution in support of the “Red for Ed” movement.

Jan Voelkel spoke of the dissatisfaction with the administration at Chaparral High School.

Bonnie Bezon spoke about a fair representation of the SEA and reinstating the Meet and Confer process and the TEA.

Beth Parsons spoke about bringing teachers back to the negotiating table and reinstating the SEA and the Meet and Confer process.

Kylie Halland, Chaparral High School student, spoke about concerns with the administration at Chaparral High School.

Tate Zell, Chaparral High School student, spoke about concerns with the administration at Chaparral High School.

Katie Salaway, Chaparral High School student, spoke about concerns with the administration at Chaparral High School.

Katie Conway spoke about critical issues facing SUSD and her concerns with the overall system being ineffective. She asked that the TEA be reinstated.

Sherry Brown, Chaparral HS parent, spoke of her concern with the crisis Chaparral HS is facing.

Laurie Jones-Ritt spoke of her disappointment with the Governing Board regarding the settlement with Dr. Birdwell and Mr. Hartwell. She urged the Governing Board to respect its teachers and to do research on the superintendent position to make sure the right person is chosen.

Jann-Michael Greenburg spoke of the thousands of emails sent to the Governing Board urging them to “just do their job.”

Kyle Chabrier, Chaparral student, spoke about concerns with the administration at Chaparral High School.

Kari Kurland, reading a statement from Coleen Taylor, who is leaving the District, regarding her dissatisfaction with the SUSD Special Education Department.

Dan Drake spoke regarding the selection process for an interim and a permanent superintendent. Urged the Governing Board to let the community help them with these processes.

Consent Agenda

- A. Acceptance of Gifts – \$51,799.72
- B. Accounts Payable Vouchers March 9 through April 4, 2018
- C. Accounts Payable Vouchers Processed from March 7 through April 5, 2018 – **AMENDED – Remove Funding Line 630 Bond - \$19,349,621.95**
- D. Payroll Vouchers March 6 through April 5, 2018
- E. Personnel Actions – 2/23/2018 through 3/30/2018 – **AMENDED – Remove Under TRANSFERS – Administrative – Susan Doyle**
- F. Approval of Minutes of February 5, 2018 Special Governing Board Meeting/Exec. Session
- G. Approval of Minutes of March 20, 2018 Special Governing Board Meeting/Exec. Session
- H. Approval of Minutes of March 20, 2018 Regular Governing Board Meeting
- I. Approval of Minutes of April 3, 2018 Special Governing Board Meeting –Exec. Session
- J. Approval of Minutes of April 6, 2018 Special Governing Board Meeting/Exec. Session
- K. Overnight, Out-of-State, Foreign Trips
- L. Auxiliary Operations Statement for February Fiscal Year 2018
- M. Auxiliary Operations Statement for March Fiscal Year 2018
- N. Student Activities Statement for February Fiscal Year 2018
- O. Student Activities Statement for March Fiscal Year 2018
- P. Tax Credit Statement for February Fiscal Year 2018
- Q. Tax Credit Statement for March Fiscal Year 2018
- R. Proposition 301 Pay for Performance Revisions– **PULLED TO BE HEARD SEPARATELY**

Public Comment – Continued

Consent Agenda

Consent Agenda - Continued

- S. Teacher Classification Revisions – **PULLED TO BE HEARD SEPARATELY**
- T. Approval of 2018-2019 General Counsel Contract
- U. Approval of Fourth Amendment to IGA with City of Scottsdale – Palomino Library
- V. Approval of Payment of AZ State Retirement System “Excess Benefit Distribution” – **PULLED TO BE HEARD SEPARATELY**
- W. Authorization of Purchase – School Furniture for Hopi and Pima Elementary Schools– **PULLED TO BE HEARD SEPARATELY**
- X. Approve the Delegation of Authority to Dispose of District Equipment– **PULLED TO BE HEARD SEPARATELY – Tabled to a Future Meeting**
- Y. AMENDMENT: Approve the Revision and Adoption of Gov. Brd. Policy BDG-School Attorney
- Z. AMENDMENT: Approval of Position Description for General Counsel

Mrs. Kravetz moved to approve the Consent Agenda as amended. Mrs. Hartmann seconded the motion.

The motion was approved with a vote of 5 – 0.

Consent Agenda Items Heard Separately

VII. R. Proposition 301 Pay for Performance Revisions

Mrs. Beckham pulled this item for clarification and requested in the future, Board Agenda recommendations include more clarification. Dr. Johnson and Dr. Hirsch, principal of Desert Mountain High School, reviewed the recommended revision. Using the new formula, as recommended by the Proposition 301 Classification Committee, this recalibration allows for more of the money received to be distributed to more of the people.

Mrs. Kirby moved to approve the Consent Agenda Item VII. R. Proposition 301 Pay for Performance Revisions with the following amendments:

- The recommendation should reference just one revision
- Background should state “The District letter grade will be replaced by an average of all school letter grades”
- Background should include a reference stating “as presented on April 12, 2018”

Mrs. Hartmann seconded the motion. The motion was approved with a vote of 5 – 0.

VII. S. Teacher Classification Revisions

Mrs. Beckham pulled this item for clarification.

Mrs. Kirby moved to approve Consent Agenda Item VII. S. Teacher Classification Revisions with the following amendment:

- Background should include a reference stating “as presented on April 12, 2018”

Mrs. Hartmann seconded the motion. The motion was approved with a vote of 5 – 0.

VII. V. Approval of Payment of Arizona State Retirement System (ASRS) “Excess Benefit Distribution”

Mrs. Beckham pulled this item for clarification. Michelle Marshall explained that ASRS notified the District’s payroll department of Dr. Peterson’s eligibility for this benefit. The ASRS will provide the funds directly to SUSD and SUSD will issue the payment of the benefit to Dr. Peterson. The District will not be using any of its own funds for this payment; however, the District must pay the FICA portion of the benefit. This is a Federal regulation; therefore, the District has no other option.

Mrs. Perleberg moved to approve Consent Agenda Item VII. V. Approval of Payment of Arizona State Retirement System (ASRS) “Excess Benefit Distribution.” Mrs. Beckham seconded the motion.

The motion was approved with a vote of 5 – 0.

Consent Agenda – Continued

Motion #135
Approval of Consent Agenda as Amended

Consent Agenda Items Heard Separately
•Prop. 301 Revisions

Motion #136
Approval of Proposition 301 Pay for Performance Revisions as Amended

•Teacher Classification Revisions

Motion #137
Approval of Teacher Classification Revisions as Amended

•Payment of ASRS “Excess Benefit Distribution”

Motion #138
Approval of Payment of ASRS “Excess Benefit Distribution”

VII. W. Authorization to Purchase – School Furniture for Hopi and Pima Elementary Schools

Mrs. Beckham pulled this item for clarification. Mrs. Beckham did not feel that the dollar amount given for this purchase correlated to the budget the Governing Board was given for the purchase. Dennis Roehler, Director of Purchasing, explained that the document he uses to reconcile the budget for Bond projects is the document created by past employee, Terry Worcester. That document became the basis for the Bond pamphlet. The proposal being presented for furniture is fiscally responsible. Mrs. Kirby recommends that going forward, any time there is a significant outlay of money, the Board receives documentation ahead of time so that they could be well-versed on the project.

Mrs. Perleberg moves to authorize the purchase of school furniture for both Hopi and Pima Elementary Schools using AZ Furnishings, Inc., Mohave Educational Services Contract 13S-AZF-0129 for a lump sum purchase of \$298,977.38 for Hopi and \$241,477.45 for Pima Elementary School. Mrs. Kravetz seconded the motion.

The motion was approved with a vote of 5 - 0.

VII. X. Approve the Delegation of Authority to Dispose of District Equipment

Mrs. Beckham pulled this item for explanation. Board Members are uncomfortable with Policy DJE Bidding/Purchasing Procedures, and how it is used. They would like a review of the Policy.

Mrs. Perleberg moved to Table this item to a future meeting. Mrs. Kirby seconded the motion.

The motion was approved with a vote of 5 – 0.

Action Items

VIII. A. Approval of the Procurement of Chromebook Purchase

Debi Spaulding, Chief Systems Officer, presented a PowerPoint outlining the rationale for the Chromebook Purchase.

Mrs. Kirby moved to approve the procurement of Chromebook plus supporting equipment and licensing purchased through CDW-G on the Mohave Cooperative Contracts. Mrs. Hartmann seconded the motion.

The motion was approved with a vote of 5 – 0.

VIII. B. Ratification of Administrative Contract Language for Principals, Assistant Principals, Certified Administrators, Cabinet, Administrative Support, Psychologists, and Support-Exempt Staff for the 2018-2019 School Year

Michelle Marshall stated that the Administrative Contract Language for Principals, Assistant Principals, Certified Administrators, Cabinet, Administrative Support, Psychologists, and Support-Exempt Staff for the 2018-2019 School Year have been distributed and returned. However, the Governing Board has not seen those contracts, and therefore has not seen the contract language. It is being asked that the Governing Board ratify the contract language.

Mrs. Perleberg moved that the Governing Board ratify the Administrative contract language for the 2018-2019 school year. Mrs. Kirby seconded the motion.

The motion was approved with a vote of 5 – 0.

VIII. C. Approval of Addendum to Administrative Contract for Principals, Assistant Principals, Certified Administrators, Cabinet, Administrative Support, Psychologists, and Support-Exempt Staff for the 2018-2019 School Year

Ms. Marshall noted this addendum mirrors the change the Governing Board approved in the teacher contracts.

No motion was set forth. The item dies for lack of a motion.

•School Furniture – Hopi and Pima Elementary Schools

Motion #139
Purchase of School Furniture for Hopi and Pima Elementary Schools

•Delegation of Authority to Dispose of District Equipment

Motion #140
Item Tabled

Action Items
•Procurement of Chromebook Purchase

Motion #141
Approval of Procurement of Chromebook Purchase

•Ratification of Administrative Contract Language

Motion #142
Ratification of Administrative Contract Language for 2018-19 School Year

•Approval of Addendum to Administrative Contract

Item Dies for Lack of a Motion

VIII. E. Discussion and Possible Action Regarding Moving Forward with the Process for Hiring an Interim Superintendent

Dr. Steven Chestnut, Associate Superintendent, presented a PowerPoint that outlined the process for hiring an Interim Superintendent. Dr. Chestnut reviewed a proposed method of selecting a search consultant. This consisted of:

- a. Contact ESI and Smart Schools for potential candidates
- b. SUSD postings/ads (Indeed, Monster, Jobing, ASA, ASBA, etc.)
- c. Use the RFQ process to hire a search consultant
- d. Implement a, b, c, - use RFQ to hire a search consultant if necessary (ask for community input plan)

Discussion followed on the options presented. The Governing Board favors using the method listed under “d.”

Direction was given that the District’s in-house counsel review options for an outside counsel who will be able to perform an initial screening of candidates for the position of Interim Superintendent.

Mrs. Perleberg moved that the Governing Board approve the initiation of the Request For Quote (RFQ) process to hire a search consultant for the Interim Superintendent position. Mrs. Kirby seconded the motion.

The motion was approved with a vote of 5 – 0.

Future Items

Mrs. Perleberg noted that the Governing Board would like:

- Enrollment trends and predictions regarding staffing
- Counselors and security staff ratios and practices in relation to the District’s budget

Mrs. Beckham:

- Surveys and Exit Interviews
- A more detailed safety and security plan
- A review of the salary step scale

Mrs. Kirby:

- A discussion on having legal documents reviewed by the District’s Legal Department before they go to the Governing Board

Mrs. Hartmann:

- Review of Policy DIE Audits/Financial Monitoring, especially the internal audit function
- Examination of District’s fiscal year 2018 Financial Report by Heinfeld Meech

Mrs. Kravetz:

- Regarding Surveys – discussion on using an outside firm and hiring a professional survey writer
- Discussion on adding steps to salary schedule. There are several long-term teachers who did not receive an increase because of where they are on the salary schedule

Dates of Upcoming Meetings

Thursday, May 3, 2018 – 3:00 PM – Special Meeting on Bond Update

Thursday, May 10, 2018 – 3:00 PM – Study Session

Tuesday, May 15, 2018 – 5:00 PM Regular Governing Board Meeting

Governing Board Reports

Mrs. Hartmann reported that the next Businesses United for Scottsdale Schools (BUSS) is on May 11, 2018, at 7:30 AM, at SkySong. The topic of the meeting is school funding.

She also reported that there are two internship programs in the works: Walgreens and Nationwide Insurance.

•Discussion and Possible Action – Process for Hiring Interim Supt.

Direction Given

Motion #143
Approval of RFQ
Process to Hire Search
Consultant – Interim
Supt.

Future Items

Dates of Upcoming Meetings

Governing Board Reports

At 11:28 PM, Mrs. Kirby moved to adjourn the meeting. Mrs. Beckham seconded the motion.

The motion was approved with a vote of 5 – 0.

Dated this 17th day of April 2018

The Governing Board of the Scottsdale Unified School District #48

Barbara Perleberg, President

Kim Hartmann, Vice President

Allyson Beckham

Pam Kirby

Sandy Kravetz

Motion #144
Adjournment