

DRAFT – Unofficial Until Approved
Meeting Minutes 4/24/2014

The Governing Board of the Tanque Verde Unified School District #13, Pima County, Tucson, Arizona held a Study Session on April 24, 2014 in the Board Room, at the Tanque Verde Unified School District Administrative Office, 2300 N. Tanque Verde Loop Rd., Tucson, Arizona 85749. The meeting was called to order at 7:02 p.m.

1. ROLL CALL

Board Members present:

Mrs. Claire Place, President

Dr. Peter Livingston, Board Member

Mr. Carlos Ruiz, Clerk

Mr. Jeffrey Neff, Board Member (arrived @ 7:11 p.m.)

Mr. Steven Auslander, Board Member

Administrative Staff:

Dr. Doug Price, Superintendent

Mr. Marty O'Shea, Business Manager

2. APPROVAL OF AGENDA

MOTION: Mrs. Place made a motion to amend the agenda; adding a Limited Call to the Public (restricts comments to only items that appear on the agenda). Dr. Livingston seconded; the motion carried unanimously.

3. CALL TO THE PUBLIC

The Governing Board did not hold a call to the public during this session.

4. CONSENT AGENDA (see attached)

MOTION: Mr. Ruiz made a motion to approve the Consent Agenda. Mr. Neff seconded; the motion carried unanimously.

5. INFORMATION ITEMS

A. EGJH 2014 Science Fair Winners – Dr. Price introduced Mr. Miller, EGJH Principal who thanked the students and parents for coming to share their science projects with the Governing Board. Mr. Miller introduced Mr. Michael Stock, EGJH Science teacher. Mr. Stock thanked the Board for honoring EGJH students. He explained at the Junior High level, schools are limited to submitting 10 entries, this year 6 of our entries were award winning. The following students presented their science projects:

Courtney Kent - Paper vs Computer Testing

Ellie Radomsky – Artificial Sweeteners: Are they as healthy as you think?

Reagan Jenkins – Does Heart Rate Affect Learning and Memory?

Ally Purvis – Predicting Rocket Stability

All EGJH students at the meeting were presented with certificates and congratulated for their outstanding work. Dr. Price thanked Mr. Stock and the other junior high school science teachers for their dedication to student learning in the field of Science.

Dr. Price read into the record a letter Mr. Anderson received from Southern Arizona Section (ACS Section) Chemistry for Life regarding TVHS Chemistry teacher Dr. Grazyna Zreda - the Award dinner was held last night. Following is the letter:

Dear Mr. Anderson,

On behalf of the Southern Arizona ACS Section I am pleased to inform you that Dr. Grazyna Zreda, a member of your faculty at Tanque Verde High School, has been selected to receive the 2014 High School Teacher Award. The members of the Southern Arizona ACS Section extend our congratulations to Dr. Zreda and to Tanque Verde High School for their commitment to dedicated educators.

The section will be hosting our Awards Reception on Wednesday April 23rd, at Casa Vicente Restaurant, 375 S Stone Ave, where Dr. Zreda will receive her award. As Principal of Tanque Verde High School you are cordially invited to attend the reception. Hors d'oeuvres and other refreshments will be offered starting at 5:30 PM, with the awards presentation following.

Once again, heartfelt congratulations and we look forward to seeing you on April 23.

Sincerely,

Dr. Charles Weidner

6. ACTION ITEMS

Mrs. Place read following into the record:

The Board invites the viewpoints of citizens throughout the District, and considers the responsible presentation of these viewpoints vital to the efficient operation of the District. The Board also recognizes its responsibility for the proper governance of the schools and therefore the need to conduct its business in an orderly and efficient manner. The Board therefore establishes the following procedures to receive input from citizens of the District:

The Board offers two (2) opportunities for citizens to speak to the Board. One is the Request to Address the Board - Open Call to the Public (BEDH-EA); this is specifically for comments on items not appearing on the agenda. The second, Request to Address the Board - Limited Call to the Public (BEDH-EB); this would specifically restrict comments to only agenda items. For ease in administering, the Open Call to the Public will be printed on white paper and the Limited Call to the Public will be printed on green paper.

Mrs. Place continued, "for our purposes tonight, the Board is opening up a Limited Call to the Public; this would specifically restrict comments to Action Item A. Employee Benefit Plan Insurance Renewal Recommendations."

A. Employee Benefit Plan Insurance Renewal Recommendation 2014-15

MOTION: Mr. Neff made a motion to approve Employee Benefit Plan Insurance Renewal Recommendation 2014-15. Mr. Auslander seconded.

Mrs. Fostiak thanked the Board for allowing her to speak. She addressed Board Members and Dr. Price:

Hi, my name is Kathy Fostiak and I have worked in this district full time and part time since 1984. I would like to speak on behalf of myself and my co-workers who received an e-mail and letter of notification this Monday, April 21st us that employee benefits will be discontinued to those employees who work 29 hours or less.

I understand the budgetary constraints the district has to work under. But the approach in sending this notification by letter was rather abrupt. Also, informing us that this decision will be brought up at the Board Meeting this evening is a short notice for those affected. The notice also implies, by the information stated on the Open Enrollment Meeting Announcement, that those employees who work 30 hours or more are eligible for insurance coverage provided through Tanque Verde. This sounds as if a decision was made and implementation of the decision was started before a public board meeting was held. I feel that a meeting with the employees would have been a better way to communicate this information. Some information lacking was:

**How many employees are affected?*

**What is the savings to the district by discontinuing benefits?*

**What could be possible trade-offs?*

I would personally like to suggest two possible alternatives:

1) Grandfather all current 24-29 hour employees in the current benefit program.

However, ALL NEW personnel who are hired to work under 29 hours, after a pre-determined date would not be eligible for benefits.

OR

2) Do not discontinue benefits for current employees working 24-29 hours/ week. But, give them a one-year notice of "discontinuation of benefits". This will give them an opportunity to adjust their personal affairs in their search for new insurance and/or find a job with 30 hours or more within the district. This short notice is inadequate time to be efficient in searching for medical insurance for a family.

In closing, benefits are an important part of why people work in our school district, which helps in keeping good, qualified, and loyal employees working with our children. Will this change for the employees after the benefit is discontinued?

Thank you and I appreciate the opportunity to express my opinions.

Dr. Price thanked Mrs. Fostiak for her thoughtful comments. He apologized for the abrupt notice stating the recommendation he made to the Board was difficult but he believed necessary. Notification came on the heels of the legislature just recently coming to a close. He continued by stating we just recently learned the district sponsored charter schools, established within the last year, will only receive charter school additional assistance funding for one more year. District sponsored charter schools (chartered within the last year) will be required to convert to traditional public schools next year. TVES will be one of those schools reverting to traditional funding.

Adding to this limitation, the school district will only receive 74.5% of the charter school additional assistance funds for the students enrolled at Tanque Verde Elementary School next year. This is a loss of approximately \$250,000.

Dr. Price added this is now compounded by a recent shift in our Special Education population. While our SPED population is growing in numbers, our student population with heavily weighted disabilities is declining. Due to this shift, funding in the SPED programs is down by approximately \$250,000. Only receiving 74.5% of the charter funds and the deficit in the formula SPED funding (\$250,000) are distressing. Dr. Price noted that when projecting the 2014-15 budget, the administration could not have anticipated these two budget-impacting scenarios. The legislature has control in determining the charter funding, and we cannot always predict when students will be withdrawn from school by their guardians. He also noted that there was an 8.9% increase to our health insurance for the next school year that the District administration is recommending the District absorb in the SY 14-15 school year budget.

Dr. Price explained that budget decisions are often difficult; however, his recommendation to discontinue health insurance payment for employees working 29 hours or less would have the least impact on the overall well-being of the district. He noted that jobs aren't being lost and educational programs aren't being cut with these recommendations. Furthermore, knowing health insurance is available through the Insurance Exchange makes this less problematic.

Board President Mrs. Place thanked Mrs. Fostiak for her thoughtful and passionate comments. Mrs. Place also noted that these types of budget decisions are difficult. This decision was made in large part to keep jobs and programs. She concluded there is some relief in knowing there is Health Insurance available through the Insurance Exchange.

AMENDED MOTION: Mr. Neff amended his motion to approve the Employee Benefit Plan Insurance Renewal Recommendation 2014-15. Adding, the superintendent is directed to meet with individuals (that choose to meet) affected to explore mitigating the impact to these individuals – without making any promises. Mr. Auslander seconded; the motion carried 3 to 2.

Board members voting against the motion stated they are not voting against Dr. Price's recommendation; they are voting 'nay' to the added directive made in the motion. Adding, they are confident in knowing Dr. Price will work with affected staff.

Dr. Price said he is willing to meet with the affected employees regarding this matter. He will be looking for ways to either help qualify employees or help them find quality affordable health insurance made possible through the Market Place. CBIZ Representative Susan Hollingsworth offered CBIZ services to help explore employee Health Insurance options on a case-by-case basis. Dr. Price said he would be meeting with the site principals at the next administrative meeting to help examine what their FTE needs are and to see if there are some creative solutions in combining positions as he stated in his insurance notice letter sent to all employees earlier this month.

B. 2015-16 SY Calendar

MOTION: Dr. Livingston made a motion to approve the 2015-16 SY Calendar as submitted. Mr. Neff seconded; the motion carried unanimously.

Dr. Price noted that the calendar was recommended with the caveat that it may need to be amended once we know the State Board of Education's determination about state-mandated testing and dates for those tests in the SY 15-16.

C. Consider \$1000 Certified Staff Adjustment 2014-15 SY only

MOTION: Mr. Ruiz made a motion to approve the \$1000 Certified Staff Adjustment 2014-15 only. Mr. Neff seconded; the motion carried unanimously.

D. Second Reading Policy Advisory Volume 26, Number 2

Policy Advisory No. 499 – BCB Board Member Conflict of Interest

Policy Advisory No. 500 – BE School Board Meetings

Policy Advisory No. 501 – JICI Weapons In School

Policy Advisory No. 502 – JL Student Wellness

Policy Advisory No. 503 – JLF-EB through JLF-ED Reporting Child Abuse/Child Protection

MOTION: Dr. Livingston made a motion to adopt policies BCB, BE, JICI, JL, JLF-EB through JLF-ED as presented in Policy Advisory volume 26, Number 2. Mr. Neff seconded; the motion carried unanimously.

7. EXECUTIVE SESSION

MOTION: Mrs. Place made a motion to adjourn to Executive Session pursuant to:

A.R.S. 38-431.03 A. (1) Discussion or consideration of employment, assignment, appointment, promotion, demotion, dismissal, salaries, disciplining or resignation of a public officer, appointee or employee of any public body, except that, with the exception of salary discussions, an officer, appointee or employee may demand that the discussion or consideration occur at a public meeting. The public body shall provide the officer, appointee, or employee with written notice of the executive session as is appropriate but not less than twenty-four hours for the officer, appointee or employee to determine whether the discussion or consideration should occur at a public meeting.

A. Superintendent's Evaluation

Mr. Neff seconded; the motion carried unanimously.

Board Members, Superintendent Price, Business Manager Mr. O'Shea and Human Resources Director Mrs. Sharp adjourned to Executive Session at 8:45 p.m.

The Board reconvened at 10:25 p.m.

8. **FUTURE AGENDA ITEMS**

None

9. **ADJOURNMENT**

Mrs. Place adjourned the meeting at 10:30 p.m.

Respectfully submitted by,
Judy Bower, Board Secretary

Claire Place, Board President

Peter Livingston, Board Member

Carlos Ruiz, Clerk

Jeffrey Neff, Board Member

Steven Auslander, Board Member

Personnel Items - Board Meeting - April 24, 2014

Administrator Contracts	Position	Reason	Site	FTE	Salary	Date
Certified Contracts	Position	Reason (Replace / New)	Site	FTE	Salary	Date
Sequoia Rudolph	SpEd Teacher	Jacqueline Epstein	TVHS	1.00	\$35,700.00	SY 14/15
Administrator Resignations	Position	Reason	Site	FTE	Salary	Date
Certified Resignations	Position	Reason	Site	FTE	Salary	Date
Nancy Jindrick	Teacher	Retirement	ACES	1.00	\$46,188.00	5/24/2014
Classified Agreements	Position	Reason (Replace/New)	Site	FTE	Wage	Date
Kristina Enger	Paraprofessional II/III	New	EGJH	0.80	\$9.77	4/14/2014
Alba Lipke	Food Service Assistant	Replace C. Dohoney work time	EGJH	0.3125	\$8.95	4/15/2014
Classified Resignations	Position	Reason	Site	FTE	Wage	Date
Other Resignations	Position	Reason	Site	FTE	Salary	Date
Cheryl Wojdyla	Head Volleyball Coach	Insufficient time available for this activity	TVHS	varies	\$2,868.00	4/8/2014
OTHER	Position	Reason	Site	FTE	Salary	Date
Tiffany Rumel	Certified Sub	New	varies	varies	Sub Pay	4/18/2014