

**MINUTES OF THE REGULAR MEETING OF THE GOVERNING BOARD**  
**School District No. 40 of Maricopa County, Arizona**  
**District Office Governing Board Room**  
**August 13, 2015**

**Present:** Ms. Mary Ann Wilson, President  
Ms. Brenda Bartels, Clerk  
Mr. Jamie Aldama, Member  
Ms. Sara Smith, Member  
Mr. Martin Samaniego, Member

**CALL TO ORDER**

The meeting was called to order by Ms. Wilson at 5:30 p.m. She noted the presence of all five Board members, constituting a quorum.

**OPENING EXERCISES**

Ms. Wilson welcomed the audience and thanked them for coming. She called for a moment of silence followed by the Pledge of Allegiance.

Ms. Smith moved to adopt the agenda as presented and Ms. Bartels seconded the motion. Upon call to a vote, the motion carried.

**SPECIAL RECOGNITION**

School and Facility  
Recognition

The Governing Board recognized Horizon, Bicentennial South, and Discovery schools for earning the United States Environmental Protection Agency's Energy Star Certification for their efforts to conserve and use energy efficiently.

Ms. Sue Peirce of the Peirce Energy Institute addressed the Board to provide some background on the Energy Star certification program.

Mr. Aldama thanked the schools for empowering students to be energy conservationists as well.

**VISITOR QUESTIONS AND/OR COMMENTS**

Mr. Tony Remo addressed the Board regarding the proposed changes to the Meet and Confer policy. He disagrees with the proposal to have one group represent all employees in salary negotiations.

Ms. Maccarone addressed the Board regarding the proposed revisions to the Meet and Confer policy and the phased retirement program changes on the agenda.

**CONSENT AGENDA**

Ms. Bartels requested to pull items 5.A.and G. Mr. Aldama asked to pull items E and F. Mr. Samaniego asked to pull item D.

Mr. Aldama moved to approve the consent agenda as presented with the exception of the items noted and Mr. Samaniego seconded the motion. Upon call to a vote, the motion carried and the following items were approved:

Ratification of  
Vouchers

The Governing Board ratified and approved the expense and payroll vouchers as presented.

Acceptance of Gifts

The Governing Board ratified and approved acceptance of gifts offered to the District as presented.

Travel

The Governing Board approved employee requests for out of county, out of state travel as presented.

Auxiliary Fund  
Balance Statement

The Governing Board approved the Auxiliary Operations Fund Balance Statements for May and June, 2015, as presented.

Student Activity Fund  
Balance Statement

The Governing Board approved the Student Activity Fund Balance Statements for May and June, 2015, as presented.

Disposal of Surplus  
Property

The Governing Board approved the items listed as surplus property and granted permission to dispose of them through public auction, trade-in, or salvage company.

*The following items were pulled for individual discussion and action:*

Approval of Minutes

Ms. Bartels noted the need for clarification on Ms. Wilson's comments at the end of the meeting. The error will be corrected. Mr. Aldama moved to approve the minutes with the correction and Ms. Bartels seconded the motion. Upon call to vote, the Board approved the minutes of the July 8, 2015 Regular Meeting.

Certified Personnel  
Report

Mr. Samaniego noted the proposed interim director of student services and suggested this would be an opportunity for administrative staff to be reduced, and the job functions listed for the position could be taken on by individual principals.

Mr. Quintana explained issues taken into consideration before deciding to recommend this item, followed by additional details from Ms. Segotta-Jones.

Mr. Samaniego expressed concern administration placing this item on the consent agenda. He stated interim positions become permanent without ever coming back to the Board for approval. Mr. Quintana apologized and further explained the department in question currently has two vacancies, one of which is not being filled for a savings of approximately \$100,000.

Mr. Samaniego asked each assistant superintendent to bring forward in a workshop each area's total organization/staffing for the Board to take a look at reorganize and restructure each unit.

Ms. Wilson asked Ms. Segotta Jones to keep the Board updated regarding her work looking at the Educational Services department structure as it moves along throughout the year.

Mr. Aldama requested Ms. Segotta Jones bring her recommendations for restructuring the Educational Services Division to the Board in a workshop. He asked Ms. Segotta Jones what it would look like if the Board did not approve hiring someone for this position at this time

Ms. Segotta Jones noted she would have to reassign the many responsibilities of the position, which are primarily direct support measures provided to schools. She gave some examples of the types of supports the position provides students, teachers, and administrations.

Mr. Samaniego stated he would consider supporting Ms. Segotta Jones' proposed plans for restructure with a time stipulation. Ms. Segotta Jones stated she would expect to have her framework for restructuring educational services in January, but the position changes would not take effect until the new school year. Mr. Samaniego asked that each area do the same thing in January.

Ms. Smith moved to approve the certified personnel report as presented and Ms. Bartels seconded the motion. Upon call to vote, the motion carried and the Board approved the employments, resignations, retirements, promotions, leaves of absence, and/or terminations of certified personnel as follows:

New Employment

Albright, Sarah	Teacher	\$35,575	07/27/15
Almuthafer, Asia	Teacher	\$35,575	07/27/15
Bacha, Carly	Teacher	\$32,933.29	08/17/15
Banks, Latoya Y.	Teacher	\$35,575	07/27/15
Benson, Allyson	Teacher	\$35,575	07/27/15
Bernhardt, Jodi	Interim Director, Student Services	\$88,823	08/18/15
Bieseemeier, Emily	Teacher	\$35,575	07/27/15
Block, Korri	Teacher	\$35,575	08/17/15
Brady, Alexis	Teacher	\$35,575	07/27/15
Cable, Carmen	Teacher	\$35,575	07/27/15
Clark, Ryan J.	Teacher	\$35,575	07/27/15
Clay, Katherine	Teacher	\$35,575	07/27/15
Ehrman, Lindsey K.	Teacher	\$35,575	07/27/15

Frederick, Richard	Teacher	\$35,575	07/27/15
Hensel, Michele	Teacher	\$35,575	07/27/15
Hewett, Heidi N.	Teacher	\$35,575	07/27/15
Horgan, Katy	Achievement Advisor	\$44,203.09	08/03/15
Ison, Michael	Teacher	\$35,575	07/27/15
Jondall, Kelsea	Teacher	\$35,575	07/27/15
Kent, Gina	Teacher	\$35,575	07/27/15
Kester, Kimberly J.	Teacher	\$35,575	07/27/15
Kish, Amy	Teacher	\$34,253.45	08/10/15
Livingood, Ashley	Teacher	\$32,933.29	08/17/15
Lobdell, Emily	Teacher	\$35,398.89	07/28/15
Lopez, Ramon	Teacher	\$35,575	07/27/15
Mays, Jammie	Teacher	\$34,518.34	08/04/15
Meyer, Laura	Teacher	\$37,572.90	08/07/15
McAndrew, Kristopher	Teacher	\$35,575	07/27/15
Mirgorod, Donna	Teacher	\$42,809.65	08/06/15
Montelione, Gina	Teacher	\$35,575	07/27/15
Morito, Celeste M.	Teacher	\$35,575	07/27/15
Moultrie, Regina	Teacher	\$35,575	07/27/15
O'Brien Ramirez, Kathleen	Teacher	\$50,575	07/27/15
Padgett, Kendall L.	Teacher	\$34,694.43	08/03/15
Panizzi, Mila	Teacher	\$35,575	07/27/15
Peters, Monica	Teacher	\$35,575	08/03/15
Poloni, Linda	Teacher	\$35,575	07/27/15
Rehman, Riffat	Speech Language Pathologist	\$54,019	07/27/15
Rosenblatt, Alana P.	Teacher	\$35,575	07/27/15
Sanzenbacher, Chloe	Teacher	\$35,575	07/27/15
Scott-Murray, Andrea	Teacher	\$35,575	07/27/15
Shepherd, Theresa	Teacher	\$35,575	07/27/15
Snyder, Susan	Teacher	\$35,575	07/27/15
Studey, David	Teacher	\$35,575	07/27/15
Tourville, Geoffrey R.	Teacher	\$35,575	07/27/15
Valdez, Cynthia M.	Teacher	\$35,575	07/27/15
Vandagriff, Katherine	A. Teacher	\$35,575	07/27/15
Whittaker, Miranda	Teacher	\$33,813.86	08/10/15
Williams, Justina	Teacher	\$35,575	07/27/15
Zerwinski, Marcy	Teacher	\$35,575	07/27/15

\*Salary is subject to change pending employment and transcript verification.

Resignation

Avery, Jason*	Teacher	Moving	08/215/29/15
Avila, Kate	Teacher	Personal	05/29/15
Clark, Jared	Teacher	Other Employment	05/29/15
Davis, Sandra	Achievement Advisor	Contract not returned	06/11/15
Hewett, Heidi	Teacher	Personal	07/31/15
Kubert, Terra*	Teacher	Moving	05/29/15
Melde, Laura	Teacher	Other Employment	07/24/15
Mendenhall, Keri	Teacher	Personal	05/29/15
Pacheco, Czara	Teacher	Personal	05/29/15
Shoots, Kevin*	Teacher	Other Employment	07/20/15
Turner, Rodney*	Technology Integration Specialist	Other Employment	07/08/15

\*Recommend liquidated damages fee applied per contract

Change of Position

Gould, Aaron	Teacher to Achievement Advisor	07/20/15
Robinson, Lisa	Teacher to Achievement Advisor	07/20/15
Rihner, Sarah	Teacher to Achievement Advisor	07/20/15

Rescind Resignation

Martinez, Michelle	Teacher	08/03/15
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Guest Teacher – New Hire

Bejarano Arzate, Berenice	Guest Teacher		07/27/15
Borger, Dale	Guest Teacher		08/10/15
Ellinghausen, Thomas E.	Guest Teacher		08/10/15
Gilliland, Ryan M.	Guest Teacher		08/03/15
Hartley, Stephanie A.	Guest Teacher		07/29/15
Idso, Elaine K.	Guest Teacher		08/10/15
Karst, Stephany R.	Guest Teacher		08/03/15
Keehn, Betty L.	Guest Teacher		07/27/15
Maher, Margaret A.	Guest Teacher		08/10/15
Medina, Diego	Guest Teacher		07/30/15
O'Brien, Peter A.	Guest Teacher		08/04/15
Ruiz, Tammy M.	Guest Teacher		08/10/15
Sanchez, Lorenzo G.	Guest Teacher		07/29/15
Santamaria, Evangelina	Guest Teacher		07/27/15
Wright, Carol C.	Guest Teacher		08/10/15

Guest Teacher – Re-Hire

Alcaraz, Susan M.	Guest Teacher		08/10/15
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Guest Teacher – Resignation

Alcaraz, Susan M.	Guest Teacher	Personal	05/29/15
Upson, Elizabeth A.	Guest Teacher	Personal	05/29/15

Classified Personnel  
Report

Mr. Aldama inquired about the individual listed under new hire and also an additional position. Dr. Goodwin explained both positions were part time.

Ms. Smith moved to approve the report and Mr. Aldama seconded the motion. Upon call to vote, the Board approved the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, and/or terminations of classified personnel as follows:

New Employment

Bahena, Vanessa	Educational Assistant-Sped-SC	\$11.35	08/06/15
Brunker, Aleta K.	School Bus Operator in Training	\$11.93	08/03/15
Castro, Michelle R.	Family Services Advocate	\$9.09	08/10/15
Dakey Acopa, Elba	Attendance Secretary I	\$10.03	08/04/15
Haag, Brenda	Educational Asst.-Sped-One-on-One	\$10.60	08/06/15
Mata, Annica	Educational Assistant-Resource	\$10.60	08/06/15
Melendez, Victoria	Attendance Secretary II	\$11.70	08/04/15
Melgoza, Natalya	Educational Asst.-Sped-Panda PS	\$11.35	08/06/15
Meza, Jeanette	Food Service Worker	\$8.59	08/10/15
Ortez, Paula	Educational Assistant-Standard	\$10.06	08/10/15
Pogue, Mary L.	Educational Assistant-Resource	\$9.55	08/06/15
Popoca, Jorge	Crossing Guard	\$8.64	08/10/15
Ramirez, Jenny	Crossing Guard	\$8.65	08/10/15
Salih, Pary	Educational Assistant-Resource	\$9.55	08/06/15
Thomas, Jacqueline A.	Educational Assistant-Standard	\$10.60	08/10/15
Thornton, Cynthia	Nurse-RN	\$37,485	08/04/15
Yazzie, Lynnette	Educational Assistant-Sped-SC	\$11.35	08/06/15

Rehire

Andrade, Corina	Substitute School Bus Operator	\$13.49	07/01/15
Corte, Kirill	Substitute School Bus Operator	\$13.51	07/01/15
Grigsby, Karen	Substitute School Bus Operator	\$13.49	07/01/15
Guyette, Ray	Substitute School Bus Operator	\$13.49	07/01/15
Murphy, Cheryl	Substitute School Bus Operator	\$13.51	07/01/15
Rytter, Todd	Substitute School Bus Operator	\$13.49	07/01/15
Wharton, Cynthia	Substitute School Bus Operator	\$13.49	07/01/15

Position Change

Alvarez Hernandez, Yudith	Attendance Sec. to School Secretary	\$11.19	07/15/15
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Benavides, Araceli	School Secretary	\$11.78	08/06/15
Castro, Patricia A.	Educ. Asst. Resource to Educ. Asst. Std.	\$10.79	08/10/15
Dropp, Doug	Unit Ops. Mgr. to Skilled Maint. Worker	\$16.85	08/03/15
Elder, Maria	Educ. Asst. Std. to Educ. Asst. SC	\$11.75	08/06/15
Garcia-Rivera, Wendy	Ext. Day Activity Leader to Site Spvsr.	\$12.05	08/05/15
Gross, Donna	Lead RN to Nurse RN	\$43,375.33	08/04/15
Madrid, Joann	Bus Monitor to Dispatcher	\$13.97	07/20/15
Marquez, Alexis	Educ. Asst. Sped to Educ. Asst. SC	\$11.35	08/06/15
Nicholson, Rodney	Sub Classified to Technology Spec.	\$17.80	07/20/15
Powers, Esmeralda	Sub Bus Monitor to Bus Monitor	\$8.65	08/03/15
Renfro, Barbara	Admin. Secretary to Admin. Asst.	\$16.20	08/12/15
Webb, Donna L.	Dispatcher/SBO to SBO/Trainer	\$15.66	07/20/15

Additional Position

Thomas, Jacqueline A.	Crossing Guard	\$8.65	08/10/15
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Temporary Assignment

Gonzalez, Ruth A.	Administrative Secretary	\$13.49	07/27/15
Silva, Henrietta	Coordinator for Classified	\$31.15	07/21/15
Soto, David	Technology Specialist	\$16.03	07/01/15

Resignation

Azouz, Holly Ann	Food Services Cashier	Personal	07/06/15
Bee, Sharon	School Bus Operator	Personal	05/28/15
Beeman, Gina	Nurse – LPN	Personal	05/28/15
Bellestri, Sara	Food Service Specialist	Personal	05/28/15
Brogdon, Debra L.	School Secretary	Personal	07/29/15
Edwards-Rose, Katherine	Nurse – LPN	Personal	05/28/15
Gomez, Nathan	Educational Assistant-Sped	Employment	05/28/15
Gutierrez, Carmen	Attendance Secretary II	Employment	05/19/15
Hernandez, AprilMarie	Sub Bus Monitor	Personal	05/28/15
Herrera, Teresa Ann	Family Services Advocate	Personal	05/28/15
Himes, Theresa	Administrative Secretary-Dept.	Personal	08/14/15
Lataille, Constance	Purchasing/Warehouse Manager	Personal	08/21/15
McGinnis, Dion	Bus Monitor	Personal	05/28/15
Meador, Destiny	Nurse-LPN	Personal	05/28/15
Mincey, Nancy	Crossing Guard Personal	05/28/15	
Moyemont, Andrea	Educational Asst.-Sped Resource	Personal	05/28/15
Palomino, Jesus	Senior Groundskeeper	Personal	06/30/15
Roa, Luz	Attendance Secretary	Personal	05/29/15
Soto Mendoza, Jorge	Technology Specialist	Personal	08/13/15
Vera, Martha	Food Service Worker	Personal	05/28/15

Termination

Coston, CeCe	Food Service Specialist	DNR	05/28/15
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Retirement

Fuentes, Rita G.	Cleaner I		05/28/15
Zepeda, Edward	Unit Operations Manager		08/17/15

New Hire Substitutes

Strickland, Carolyn	Substitute Educational Assistant	\$9.55-\$11.35	08/10/15
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Tuition Increase Mr. Aldama asked if the tuition increase is outside of the District's control or something we are able to decide locally. Ms. Segotta Jones explained the reason for the increase is to level costs and achieve the District's rating for the program, which will increase eligibility for funding. She also noted only three students were impacted by the tuition increase.

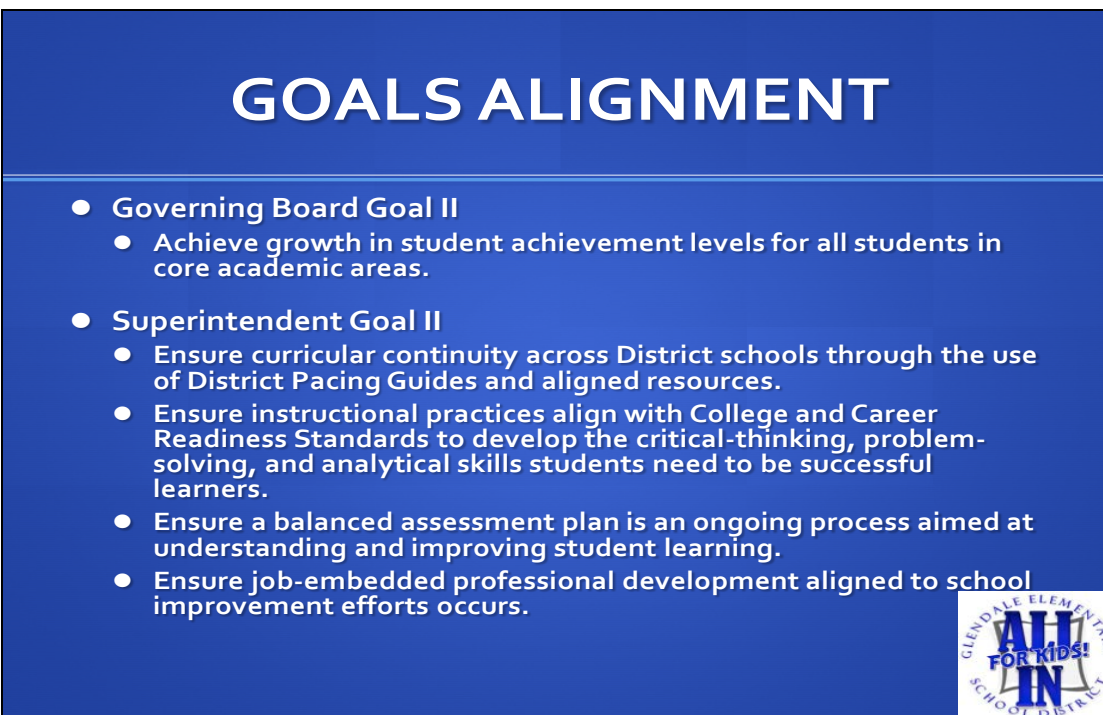
Ms. Smith moved to approve the item and Ms. Bartels seconded the motion. Upon call to vote, the Board approved an increase in tuition for preschool enrollment commensurate with the Quality First and Preschool Development Grant scholarships.

**Qualified Evaluators** Ms. Bartels asked about Kathy Rudisill listed as a Qualified Evaluator. Dr. Goodwin stated Ms. Rudisill serves as a substitute administrator and assists in evaluations. Ms. Bartels also inquired about Ms. Mayes; Dr. Goodwin explained Ms. Mayes provides support to site administrators in completing evaluations when assistance is needed. Ms. Bartels moved to approve the item and Ms. Smith seconded the motion. Upon call to vote, the Governing Board approved the list of Qualified Evaluators for the 2015-2016 school year as presented.

## REPORTS AND INFORMATION ITEMS

### School Support Structures

Ms. Segotta-Jones presented the Governing Board with an overview of the systems and structures in place for providing schools with support in the areas of school leadership, classroom instruction, and increasing academic achievement, including the GESD Learning Framework, District Assessment Plan, professional development for school leaders, and strategic school supports. The following PowerPoint presentation was reviewed:



## EDUCATIONAL SERVICES' GOALS

- **Goal II**
  - Ensure the use of curricular resources that are guaranteed, viable, and aligned to standards.
  - Ensure the implementation of a balanced assessment system that guarantees high levels of learning for all students.
  - Ensure effective Tier I and Tier II instruction for students to learn grade-level content and skills.
  - Ensure job-embedded, data-based professional development opportunities for teachers and administrators, which align with adult learning principles and effective instruction.
  - Ensure the efficient use of time, resources and staff to increase student achievement.



## ESSENTIAL QUESTION

What do KIDS get?



## EDUCATIONAL SERVICES' PURPOSE

- To embrace the premise that the fundamental purpose of GESD is student learning.
- To provide support to ensure learning does occur for ALL students.
- To work as a collaborative TEAM to support TEACHERS and PRINCIPALS.



## GESD LEARNING FRAMEWORK

- Guaranteed and Viable Curriculum
- Effective Instruction
- Balanced Assessment System
- Intervention
- Professional Development



## GUARANTEED AND VIABLE CURRICULUM

- GESD approved pacing guides and learning targets are followed.
- Pacing guides are living documents and revisions are made as needed.



## EFFECTIVE INSTRUCTION

- Lesson Planning
  - A daily lesson plan is aligned to standards/pacing guides.
  - A system of monitoring will be in place at each site.
- Walkthroughs
  - Administration will conduct regular walkthroughs and observations in classrooms and provide teachers with documented feedback.
- Coaching
  - There is tiered teacher support provided on every campus through coaching, which is aligned to the GESD rubric.





## BALANCED ASSESSEMENT SYSTEM

- **Formative and Summative Assessments**
  - A range of formative and summative assessments will be used as multiple data points in order to inform instructional practice.
    - Universal Diagnostic Screeners
    - Checks for Understanding
    - Common Formative Assessments
    - Benchmarks administered the first three quarters to gauge academic mastery on a paced selection of standards and learning targets.



## INTERVENTION

- **Professional Learning Communities**
  - Administration will provide teachers regular, uninterrupted collaborative meeting time. No one works in isolation.
- **Intervention Time**
  - Objective driven, tiered instruction, based on data.



## PROFESSIONAL DEVELOPMENT

- **Professional Development Plans**
  - A comprehensive district and site-based professional development plan, based on data, implemented and consistently refined for administration and teachers.



## LEADERSHIP MEETINGS

- Bi-Monthly Meetings
  - Operational Leadership
  - Academic Leadership
- Collaborative Data Reviews
  - Occur at the end of each Benchmark



## PRINCIPAL COACHING

- 4 Schools receive support from a District Principal Coach.
- 1 School receives support from a Focus School Coach (Grant Funded) with the same Coach supporting 2 additional schools.
- Remaining sites receive support from Educational Services' Directors.



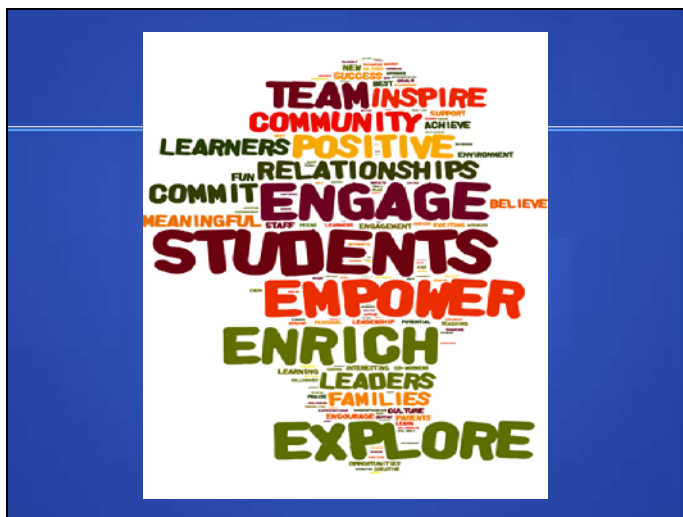

## SCHOOL SUPPORT TEAM'S PURPOSE

- To conduct 5-10 minute classroom walkthroughs with formative feedback to classroom teachers.
- To gather data to plan for teacher support through professional development.
- To support Principals in 'maximizing impact on learning through visible teaching and learning'.



## EDUCATIONAL SERVICES

- Educational Services will support schools in maximizing impact on student learning through visible teaching and learning.
- Visible teaching and learning occurs when there is:
  - Deliberate practice aimed at attaining mastery of goal.
  - Specific feedback is given and sought.
  - Active, passionate, and engaging people (teachers, students, peers) participate in the act of learning.



## REFLECTIONS



Ms. Smith inquired how parents would be involved in the new assessment system.

Mr. Aldama asked if the District would still have D schools with the structures described put into place this year.

Mr. Samaniego, Mr. Aldama, and Ms. Wilson complimented Ms. Segotta Jones and thanked her for her work to improve our students' academic achievement. Mr. Samaniego requested Ms. Segotta Jones be sure to include parents and the community in the work she is doing.

Opening of School Mr. Quintana and the Executive Team presented an overview of the start of the 2015-2016 school year.



### OPENING OF SCHOOL PARTNERS

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New Teacher Induction Week

- New Teacher Barbecue
- End-of-Week social event/dinner hosted by Peter Piper Pizza



### OPENING OF SCHOOL PARTNERS

#### Opening Celebration

- Grand Canyon University
- 50 Eggs Films (*Underwater Dreams*)

### OPENING OF SCHOOL PARTNERS

#### 5,000 Backpacks Filled With School Supplies

- Higher Praise Church
- Phoenix Rescue Mission

### OPENING OF SCHOOL PARTNERS

#### Glendale Kiwanis

- Stuff the Bus Supply Drive
- New Teacher Gift Cards
- Back to School Clothes Shopping Trip

### OPENING OF SCHOOL - TRANSPORTATION

- Staff members were on buses and at various sites assisting drivers
- Some routes were behind schedule
- No misplaced students

### OPENING OF SCHOOL - MAINTENANCE

- Minor HVAC issues
- Power Outage

### OPENING OF SCHOOL - RISK MANAGEMENT

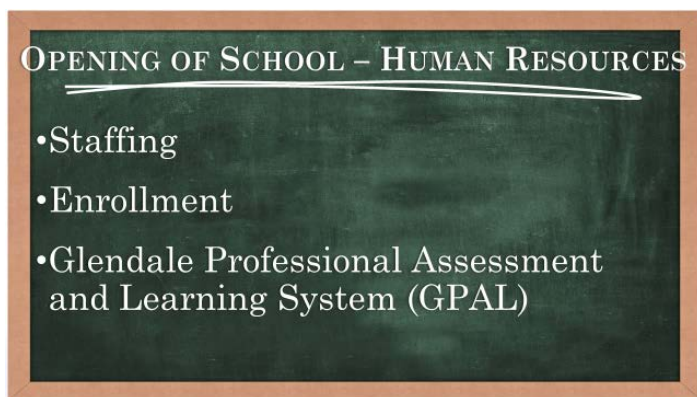
- Staff assisted with directing traffic
- Two students with low blood sugars
- Grandparent fall

### OPENING OF SCHOOL - TECHNOLOGY

- Staff deployed to assist schools
  - Attendance
  - Enrollment
  - Badge printing
- Synergy went down

### OPENING OF SCHOOL - FOOD SERVICES

- New online menu and smartphone application
- Breakfast in the Classroom implemented in two schools
- Over 13,000 applications to process



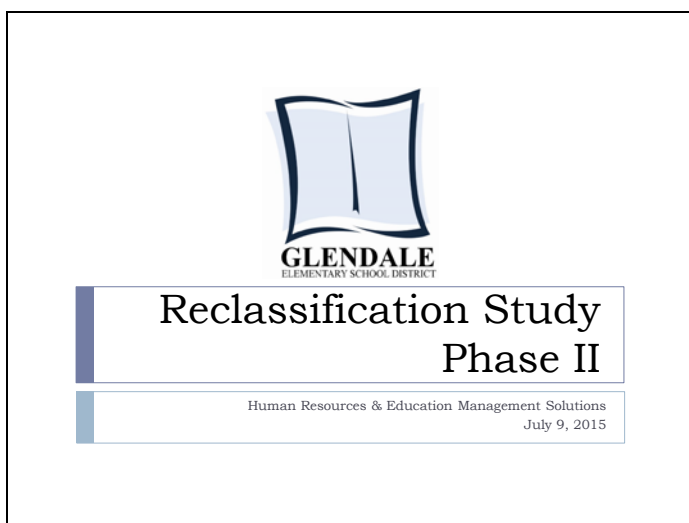
Mr. Samaniego asked if any investigation had been done into the charter school that opened within the District.


Ms. Bartels asked for a breakdown of the 13,000 meal applications to be processed (online versus paper-based).

**ACTION ITEMS**


Reclassification Study  
Recommendations

Mr. Quintana recommended the Governing Board approve the recommendations resulting from the Reclassification Study as presented. Dr. Goodwin introduced Ms. Laura Elizondo to review the associated presentation:




Purpose of Reclassification Study 

- ▶ Align with the District Strategic Plan to maximize resources
- ▶ Align with current district policy/practices
- ▶ Create efficiencies to maximize the District's Human Capital
- ▶ Create sustainable systems that are based on equity across the District.
- ▶ Ensure current salary placement system is competitive based on market analysis

Reclassification Specifics 

- ▶ 30 positions selected for the Phase II of this study
- ▶ Comprehensive Job Analysis
- ▶ Review of Salary Structure & Practices
- ▶ Review of Internal Equity with positions reviewed
- ▶ Competitive Market Comparison

Job Analysis 

- ▶ Focus groups with a selection of current incumbents
- ▶ **Recommendations**
  1. Consolidation the positions of Attendance Secretary I and II to Attendance Secretary
  2. Change the position of Office Assistant to Secretary - Department
  3. Change the position of Secretary - Department – Preschool to Administrative Secretary – Department
  4. Update position titles according to recommendation from EMS
  5. FLSA Status update – no change to current standing

### Salary Structure & Practices

- ▶ Review of our current salary structure to align with a step-less salary as recommended by IBBD and approved by the Governing Board in 2012.
- ▶ These recommendations will not change the current salary placement for employees and will only impact new employees and future employee changes.

### Salary Structure & Practices

- ▶ **Recommendations**
  1. Update the initial placement salary schedule for Support Services (i.e. Psychologist, Speech Language Pathologist, and Physical/Occupational Therapists, etc.) to align with other district placement guidelines.

### Internal Equity

- ▶ Reclassification of the indicated positions for the purpose of alignment, efficiencies, and incentivizing for retention.
- ▶ **Recommendations:**
  1. Reclassification of 2 positions to a higher grade
    1. Attendance Secretary – from grade 8 to grade 10
      1. This change would only impact the employees who are currently an Attendance Secretary I
    2. Secretary-Department – Office Assistant to Secretary-Department – from grade 5 to grade 11
  2. The study found that 2 positions in the Food and Nutrition Services should be changed to a lower grade; however there are other similar positions within the district that have not been reviewed yet. Upon review of those other positions within the district, further consideration will be made for these positions.

### Market Analysis

- ▶ Data from 12 comparable districts studied
- ▶ Results indicated that GESD has a competitive salary structure
- ▶ Results indicated that GESD provides a competitive benefits package to include:
  - ▶ Medical Benefits
  - ▶ Accrual and allocation of time off
- ▶ **Recommendations:**
  1. Restructure of the IT Department

### Market Analysis

1. **Restructure of the IT Department**
  1. Eliminate the Systems Engineer position
    1. Work Functions would be distributed to between the Network Engineer, Infrastructure Architect (Systems Support Analyst), and Software and Data Architect (Technology Systems Manager).
  2. The cost savings from this elimination would be redistributed as follows:
    1. Network Engineer – from grade 13 to grade 21
    2. Software and Data Architect – from grade 23 to grade 25

Ms. Wilson and Mr. Aldama expressed concern that they are not fully understanding the recommendations related to the attendance secretary positions. Mr. Quintana suggested the Board could table the item to allow time for more in depth discussion regarding the recommendations. Mr. Aldama moved to postpone the item to a future workshop. Mr. Samaniego seconded the motion. Upon call to vote, the motion carried. A workshop will be held prior to the next Board meeting for the Board to ask more questions related to the recommendations.

**Phased Retirement** Mr. Quintana recommended the Governing Board approve the Phased Retirement plan as presented. Dr. Goodwin explained the revisions made to the program in accordance with the Board's discussion earlier this summer. Mr. Aldama asked if the individuals who had brought forward concerns this spring would be rectified by the retro-active date recommended. Dr. Goodwin noted making these changes retroactive to the inception of phased retirement would cause the District to owe 200 vacation days to employees, therefore, the recommendation is for the retroactivity to go back only to July 1 of the current year. Mr. Aldama stated his preference would be for the individuals who brought concerns forward in May have their accruals restored back to the time when they entered into SmartSchools so they do not lose any days. Ms. Wilson agreed and added she believes the item should be referred to IBN. Mr. Samaniego asked what the cost savings to the District will be if the accrual amounts go back to how it was done before.

Ms. Smith moved to approve the changes with the exception of the section related to accrual rates (keeping accrual at the same rate it was previously). Mr. Aldama seconded the motion. Mr. Aldama and Ms. Wilson voted opposed to the motion, and Mr. Samaniego, Ms. Bartels, and Ms. Smith, voted in favor, passing the motion.

**Delegate Assembly  
Representative**

Mr. Quintana recommended the Governing Board select from its membership a representative and alternate to serve as delegate at the Arizona School Boards Association Delegate Assembly on September 12, 2015. Ms. Bartels volunteered to represent the Board as its delegate. Mr. Samaniego moved to appoint Ms. Bartels and Mr. Aldama seconded the motion. Upon call to vote, the motion carried.

**Political Agenda  
Direction**

Mr. Quintana recommended the Governing Board provide its delegate with direction in voting at the Arizona School Boards Association's Delegate Assembly. No direction was given.

**EXECUTIVE SESSION**

At this time, the Governing Board considered voting to recess the special meeting in order to convene to executive session for the following purposes:

Legal Advice

In accordance with A.R.S. § 38-431.03(A)(3) for the purpose of obtaining legal advice from the attorney for the public body regarding the proposed revisions to Board Policy HD-Meet and Confer Styles, Methods and Procedures.

Ms. Smith moved to adjourn to executive session and Ms. Bartels seconded the motion. Upon call to vote, the motion carried and the meeting adjourned to executive session at 8:37 p.m.

**RECONVENE**

Ms. Smith moved to reconvene to public session at 9:40 p.m. Ms. Bartels seconded the motion. Upon call to vote, the motion carried.

Ms. Wilson explained the Board would give Ms. MacLennan direction in public to share her recommended changes to GEA's proposed policy revisions with AEA's attorney Samantha Blevins. There was a consensus for Ms. MacLennan to proceed as stated.

**DISCUSSION ITEM**

Proposed Revisions to  
Policy HD-*Meet-and-Confer*  
*Styles, Methods and*  
*Procedures*

The Board opted to postpone discussion until after Ms. MacLennan has conferred with AEA.

**FUTURE MEETINGS AND EVENTS**

**Future Meetings:** The Board reviewed the list of upcoming meetings and planned agenda items. It does not appear the August special meeting will be convened.

**Agenda Item Requests:** Governing Board Members were given the opportunity to request items to be included on future meeting agendas for discussion, information and/or action.

Mr. Aldama asked for staff to bring back the cost savings of the changes to Phased Retirement approved earlier in the meeting quantified in dollars.

Ms. Smith asked for information regarding the Board goals referred to in the Educational Services presentation. These will be sent out in the Board update.

**SUMMARY OF BOARD AND SUPERINTENDENT CURRENT EVENTS**

Ms. Smith welcomed teachers back.

Ms. Bartels reminded GEA to provide the information the Board requested at the May meeting.

**ADJOURNMENT**

Mr. Smith moved to adjourn the meeting and Ms. Bartels seconded the motion. Upon call to a vote, the motion carried and the regular meeting adjourned at 9:47 p.m.

Submitted by:

\_\_\_\_\_  
Elizabeth Powell, Executive Assistant

Approved By:

\_\_\_\_\_  
Brenda Bartels, Clerk of the Board

Date: \_\_\_\_\_ September 17, 2015