

GLENDALE ELEMENTARY SCHOOL DISTRICT NO. 40

Regular Meeting of the Governing Board

January 9, 2020 5:30 p.m.

Public Notice - Meeting Agenda

Notice of this meeting has been posted consistent with the requirements of A.R.S. §38-431.02.
The meeting's location is the Board Room of the District Office, 7301 N. 58th Avenue, Glendale.

The Board reserves the right to change the order of items on the agenda, with the exception of public hearings, which are scheduled for a specific time. At the chair's discretion, the Board may carry over consideration of any business not concluded by 9:00 p.m. to the next regular meeting's agenda. Governing Board members may participate via telephone conference call if necessary. The Governing Board reserves the right to convene to executive session for the purpose of obtaining legal advice from its attorney for any item listed on the agenda, in person or by telephone, pursuant to A.R.S. §38-431.03(A)(3).

GOVERNING BOARD GOALS

1. Increase Student Achievement
2. Ensure the District's Financial Solvency
3. Attract and Retain Highly Qualified Staff

DISTRICT GOALS

Increase Student Achievement

Eliminate the Achievement Gap

1. Call to Order and Roll Call

2. Organizational Meeting

Election of Officers

a) President of the Board

- i) Nominations
- ii) Motion _____ Second _____
- iii) Board Discussion
- iv) Vote

b) Clerk of the Board

- i) Nominations
- ii) Motion _____ Second _____
- iii) Board Discussion
- iv) Vote

3. Opening Exercises

- a. Adoption of Agenda
- b. Approval of Acting Clerk (if necessary)
- c. Offer of Spanish Interpretation
- d. Moment of Silence
- e. Pledge of Allegiance

4. Call to the Public

The public is invited to address the Board on any issue within its jurisdiction, subject to reasonable time, place and manner restrictions. Governing Board members are not permitted to discuss or take legal action on matters raised during open call to the public unless the matters are properly noticed for discussion and legal action. However, the law permits Board members to do the following at the conclusion of the open call to the public: (a) Respond to criticism made by those who have addressed the Board; (b) Ask staff to review a matter; or (c) Ask that a matter be put on a future agenda.

Those wishing to address the Board should complete a "Call to the Public" form and submit it to the Board Secretary prior to the start of the meeting. Each speaker will be provided three (3) minutes to address the Board, unless provided other direction by the Board. At the outset of the speaker's remarks, the speaker should state their name and the Board requests that the speaker provide his/her address.

Individuals can access copies of documentation provided to the Board to substantiate administrations' recommendations, i.e. reports, detailed information, agreement documents, etc., the Friday before the Board meeting in each school's office, the Superintendent's office, or on the Governing Board's page of the District's website. Persons with disabilities may request reasonable accommodations by contacting (623) 237-7136 at least two days prior to the meeting.

5. Special Recognition

a. Student Showcase

Students and Staff from Glenn F. Burton School will showcase the STEAM (Science, Technology, Engineering, Arts and Math) Program.

b. AMOM Classroom Recognition

The Governing Board will recognize the Ms. Cristina LaNuez and her Kindergarten Class at Glendale American School as the December AMOM Classroom.

c. Student Recognition

The Governing Board will recognize Angel Benavidez Amaral from Challenger Middle School and Javier Ochoa Grijalva from Desert Garden School for being named English Language Learner Student Success Story winner and honorable mention, respectively.

d. District Recognition

The Governing Board will recognize the District for being named the Arizona School Boards Association's 2019 Advocate of the Year.

6. Consent Agenda

a. Minutes

It is recommended the Governing Board approve the minutes of the November 7, 2019 Regular Meeting as presented.

b. Ratification of Vouchers

It is recommended the Governing Board approve the expense and payroll vouchers as presented.

c. Acceptance of Gifts

It is recommended the Governing Board ratify and approve acceptance of gifts offered to the District as presented.

d. Certified Personnel Report

It is recommended the Governing Board approve the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, terminations and/or contract renewals of certified personnel.

e. Classified Personnel Report

It is recommended the Governing Board approve the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, and/or terminations of classified personnel.

f. Student Activity Fund Balance Statement

It is recommended the Governing Board approve the Student Activity Fund Balance Statement for November, 2019 as presented.

g. Travel

It is recommended the Governing Board approve and ratify the requests for employee out-of-county travel as presented.

h. Hearing Officer List

It is recommended the Governing Board approve the annual, routine reaffirmation of the list of hearing officers who may be utilized for student discipline hearings or employee discipline hearings when needed as presented.

i. Employee and Student Discipline Hearings

It is recommended the Governing Board authorize the use of a hearing officer to conduct student and employee discipline hearings pursuant to A.R.S. § 15.341, 15-541, and 15-843, effective for the 2019 calendar year.

7. Reports and Information Items

None at this time.

8. Action Items

a. Bus Driver and Bus Driver Trainer Wage Increase

It is recommended the Governing Board approve the increase in the hourly rate for bus drivers and bus driver trainer and approve of the placement schedules for fiscal year 2019 - 2020 as presented.

9. Discussion Item

a. Arizona School Boards Association Annual Conference

The Governing Board and Administration will share learning gained from attending the ASBA Annual Conference in December.

10. Future Meetings and Events

a. Future Meetings and Agenda Item Requests.

The Governing Board will review the list of upcoming Board meetings and potential agenda topics. Governing Board Members will have the opportunity to request items to be included on future meeting agendas for discussion, information and/or action.

11. Summary of Current Events

a. Superintendent Report

The Superintendent will present a brief summary of current events.

b. Governing Board Report

Governing Board Members will present brief summaries of current events, as necessary.

12. Adjournment

GLENDALE ELEMENTARY SCHOOL DISTRICT

SPECIAL RECOGNITION

AGENDA NO: 5.A. TOPIC: Student Showcase

SUBMITTED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED: January 9, 2020

Students and staff from Glenn F. Burton School will showcase the STEAM (Science, Technology, Engineering, Arts and Math) Program.

GLENDALE ELEMENTARY SCHOOL DISTRICT

SPECIAL RECOGNITION

AGENDA NO: 5.B. TOPIC: AMOM Classroom Recognition

SUBMITTED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED: January 9, 2020

The Governing Board will recognize the Ms. Cristina LaNuez and her Kindergarten Class at Glendale American School as the December AMOM Classroom.

GLENDALE ELEMENTARY SCHOOL DISTRICT

SPECIAL RECOGNITION

AGENDA NO: 5.C. TOPIC: Student Recognition

SUBMITTED BY: Dr. Gerry Petersen Incorvaia, Assistant Superintendent for Educational Services

DATE ASSIGNED: January 9, 2020

The Governing Board will recognize Angel Benavidez Amaral from Challenger Middle School and Javier Ochoa Grijalva from Desert Garden School for being named English Language Learner Student Success Story winner and honorable mention, respectively.

STUDENT	GRADE	SITE	RECOGNITION
ANGEL BENAVIDEZ AMARAL	6	CHALLENGER	STUDENT SUCCESS STORY WINNER
JAVIER OCHOA GRIJALVA	2	DESERT GARDEN	STUDENT SUCCESS STORY HONORABLE MENTION

GLENDALE ELEMENTARY SCHOOL DISTRICT

SPECIAL RECOGNITION

AGENDA NO: 5.D. TOPIC: Board Member Recognition

SUBMITTED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED: January 9, 2020

The Governing Board will recognize the District for being named the Arizona School Boards Association's 2019 Advocate of the Year.

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.A. TOPIC: Minutes

SUBMITTED BY: Ms. Elizabeth Powell, Executive Assistant

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the minutes of December 12, 2019 Regular Meeting as presented.

RATIONALE:

MINUTES OF THE REGULAR MEETING OF THE GOVERNING BOARD
School District No. 40 of Maricopa County, Arizona
District Office Governing Board Room
December 12, 2019

Present: Ms. Sara Smith, President
Ms. Brenda Bartels, Clerk
Mr. Jamie Aldama, Member
Ms. Monica Pimentel, Member
Ms. Mary Ann Wilson, Member

CALL TO ORDER AND ROLL CALL

The meeting was called to order by Ms. Smith at 5:36 p.m. She noted the presence of all five Board members, constituting a quorum.

OPENING EXERCISES

Ms. Wilson moved to adopt the meeting agenda and Ms. Pimentel seconded the motion. Upon call to vote, Ms. Bartels, Ms. Wilson, Ms. Pimentel, Mr. Aldama and Ms. Smith voted 'aye', and the motion carried.

Ms. Smith called for a moment of silence followed by the Pledge of Allegiance led by students from William C. Jack School.

CALL TO THE PUBLIC

None at this time.

SPECIAL RECOGNITION

Student Showcase Students and Staff from William C. Jack School showcased the Dual Language Immersion Program. Students performed a reader's theater and presented about their learning from two years in the dual language program. They sang two songs to complete their showcase, De Colores and Remember Me.

Just Because Recognition

The Governing Board recognized Ms. Elizabeth Patronik, Landmark and Sunset Vista Band Teacher, as the staff member selected for the December GESD Just Because 2019 award.

Foundation Recognition

The Governing Board recognized the supporters and beneficiaries of the Glendale Uniting Students, Teachers and Others education foundation. Mr. Mike Martinez, president of GUSTO, recognized the donors who have contributed to the foundation: Chasse Construction - Mr. Joe Holcomb, Valley Schools - Mr. Jerry Cipriano, and Cindy Segotta-Jones. Ms. Segotta-Jones announced the staff members who had recently received incentives from GUSTO for the Holidays.

Staff Recognition

The Governing Board recognized Ms. Shannon Gleave, Food and Nutrition Services Director, for her service as At-Large Director of the School Nutrition Association.

CONSENT AGENDA

Ms. Wilson moved to approve the consent agenda as presented and Ms. Bartels seconded the motion. Upon call to vote, Ms. Wilson, Ms. Bartels, Ms. Pimentel, Mr. Aldama and Ms. Smith voted 'aye', and the motion carried. The following items were approved:

Minutes

The Governing Board approved the minutes of the November 7, 2019 Regular Meeting as presented.

Ratification of Vouchers

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

Acceptance of Gifts

The Governing Board ratified and approved acceptance of the following gifts offered to the District:

Donor	Description	Cash Amount or Estimated Value	Recipient
Kroger	Gift to school	\$97.32	Bici North
Wells Fargo	School supplies	\$1,000.00	Coyote Ridge
Wells Fargo- Your Cause	Gift to school	\$50.00	Coyote Ridge
Arizona Cardinals	Hat and T-shirt	\$30.00	Coyote Ridge
Corbin's Legacy	Gift to school	\$179.75	Desert Garden
Merten's Family	\$20 cash	\$20.00	Desert Garden Stu Co
Janet Farmer	48 water bottles	\$240.00	Discovery
Glendale Renaissance Hotel and Spa employees	School supplies	\$500.00	Districtwide
GUSTO	Eight \$50.00 Gift cards (various)	\$400.00	Districtwide
GUSTO	Nineteen Southwest Airlines gift cards	\$4,750.00	Districtwide
Kroger	Gift to school	\$32.48	Imes
Cardinals Charities	Gift to classroom	\$500.00	Jack
Kroger	Gift to school	\$63.68	Landmark
Kroger	Gift to school	\$39.31	Sine
Big Lots Stores	School supplies/backpacks	\$1,277.15	Sunset Vista
Camino Del Sol Funeral Chapel	Visa gift card	\$25.00	Wellness
Employee Network	2 tickets to San Diego Zoo	\$100.00	Wellness
So Juicy Café	Juice	\$10.00	Wellness
Cigna Dental	Backpack	\$15.00	Wellness
The Spicery	Gift card	\$15.00	Wellness
AXA Advisors	Target gift card	\$15.00	Wellness
AZ Assist	Handmade cards/ hand lotion	\$14.00	Wellness
Rosalind Rogers	Candle	\$15.00	Wellness
Top Golf Glendale	Cups, towels, membership	\$50.00	Wellness
Papa Ed's Ice Cream	Gift certificate	\$10.00	Wellness
United Healthcare	Blanket	\$20.00	Wellness
GCC Fitness Center	2 gift bags: T shirt, water bottles	\$24.00	Wellness
Girl Scouts of Arizona	Book, cookie tin, cup	\$30.00	Wellness
Christine Lambert	Bicycle and pump	\$150.00	Wellness
Valley Schools	Yoga mat, bag, blender bottle	\$30.00	Wellness
Arizona Coyotes	2 tickets for Coyotes game	\$200.00	Wellness
Vitalant	Diamondbacks mini baseball bat	\$15.00	Wellness
Delta Dental AZ	Whitening kit	\$30.00	Wellness
Sam's Club #4732	Member's Mark throw	\$12.00	Wellness
American Fidelity	Amazon gift card	\$25.00	Wellness
Liberty Mutual	QT gas card	\$40.00	Wellness
Roadrunner Foot and Ankle	Sprouts gift card	\$25.00	Wellness
NAU	Tote w/NAU swag	\$50.00	Wellness

Certified Personnel The Governing Board approved the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, terminations and/or contract renewals of certified personnel.

New Employment

1. Boehm, Janelle	Teacher	\$49,500	10/28/19
2. Cox, Diannah	Teacher	\$43,500	11/12/19
3. Harper, Thomas	Teacher	\$50,250	10/16/19
4. Larsen, Richard	Teacher	\$45,750	11/07/19
5. Lopez, David	Teacher	\$41,250	11/12/19
6. Mashek, Philip	Teacher	\$39,750	11/12/19
7. Miller, Carly	Teacher	\$39,000	10/18/19
8. Pierce, Brandy	Teacher	\$48,000	12/09/19
9. Riley, Angela	Teacher	\$46,500	11/04/19
10. Wesolowski, Brandy	Teacher	\$42,750	12/05/19

Resignation

1. Bonilla, Celia	Teacher	Personal Reasons	12/13/19
2. Daniels, Melissa	Teacher	Personal Reasons	12/09/19
3. Gagliardi, Melissa*	Teacher	Moving	12/20/19
4. Horner, Scott	Teacher	Personal Reasons	12/20/19
5. Lundeen, Amy	Teacher	Personal Reasons	11/15/19
6. Meyer, Victoria*	Teacher	Personal Reasons	11/26/19
7. Nowell, Darrell*	Teacher	Personal Reasons	10/31/19
8. Sakurai, Sandra	Teacher	Personal Reasons	11/15/19
9. Valdez, Cynthia	Teacher	Personal Reasons	01/24/20

*Recommend liquidated damages fee applied per contract

Change in Position

1. Elizarrarez, Maria	From Ed. Assist to Teacher	11/04/19
2. Falvey, Jeremiah	From MOU to Teacher	12/05/19

Leave of Absence

1. Galaz, Myrna	12/09/19 to 05/22/20
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Classified Personnel The Governing Board approved the following employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, and/or terminations of classified personnel:

New Employment

1. Altenhoff, Kristin	Administrative Assistant	\$17.96	12/02/19
2. Benney, Phillip	Ed. Assist. Self-Contained	\$12.07	11/20/19
3. Betancourt, Alma	Campus Monitor	\$11.00	11/06/19
4. Cortez, Miguel	Campus Monitor	\$11.00	12/02/19
5. Elia, James	School Bus Driver Trainer	\$16.28	11/13/19
6. Elia, Marlene	School Bus Driver	\$15.15	11/20/19
7. Gonzalez, Claudia	Bus Monitor	\$11.00	11/25/19
8. Hatfield, Lauren	Trainee School Bus Driver	\$12.07	10/23/19
9. Hernandez, Marisol	Ed. Assist Standard	\$12.28	10/25/19
10. Rodriguez, Israel	Food Service Worker	\$11.00	10/30/19
11. Salcido, Tiffany	Campus Monitor	\$11.00	10/25/19
12. Voldase, Tyeisha	School Bus Driver	\$14.63	10/22/19
13. Yanez, Denise	Food Service Worker	\$11.00	12/02/19

Position Change

1. Alvarez, Maria	from Sub Ed. Assist to Ed. Assist. Special Ed Resource	\$13.75	11/12/19
2. Luzania, Annaura	from Sub Ed. Assist to Ed. Assist. Special Ed. Resource	\$12.07	11/18/19
3. Palomino, Jesus	from Unit Manager to Sub-Cleaner	\$11.00	11/18/19
4. Tait, Mary	from Trainee School Bus Driver to School Bus Driver	\$15.12	11/04/19
5. White, Alyssa	from Teacher to Ed Assistant - Ortho Impaired	\$11.36	11/20/19

Retirement

1. Deaton, Susan	Bus Monitor	11/05/19
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Resignation

1. Alfahel, Faten	Campus Monitor	Personal Reasons	12/06/19
2. Aspeitia, John	Campus Monitor	Personal Reasons	10/30/19
3. Ayala-Moreno, Yuridia	Food Service Worker	Unknown	12/17/19
4. Bailon, Lacey	Educational Assist.	Personal Reasons	11/18/19
5. Bowman, Glenda	Vehicle Service Worker	Personal Reasons	11/04/19
6. Bradley, Kealohilani	Ed. Assist. Ortho Impaired	Personal Reasons	11/18/19
7. Clay-Smith, Willie	Campus Monitor	Other Employment	10/24/19
8. Foley, Heather	Food Service Specialist	Personal Reasons	11/15/19
9. Harper, Angela	Food Service Manager	Personal Reasons	11/15/19
10. Heagy, Tabetha	Food Service Worker	Personal Reasons	11/15/19
11. Hernandez, Maria	Food Service Worker	Personal Reasons	11/08/19
12. Linton, Robin	Technology Specialist	Personal Reasons	11/26/19

13. Lopez, Fabian	Sub-Cleaner	Personal Reasons	09/24/19
14. Mills, Jessica	Food Service Worker	Personal Reasons	11/08/19
15. Neri, Brianna	Ed Assistant SpEd Resource	Personal Reasons	12/20/19
16. Pacheco, Anaa	Payroll Technician	Personal Reasons	12/06/19
17. Oviedo-Owens, Mellisa	Food Service Worker	Other Employment	10/25/19
18. Rivera, Ralph	School Bus Driver	Other Employment	11/01/19
19. Salaz, Kelly	Ed. Assistant	Personal Reasons	10/25/19
20. Spears, Wrenches	Bus Monitor	Personal Reasons	11/06/19
21. Staats, Sierra	Food Service Worker	Personal Reasons	11/26/19
22. Valenzuela, Cassandra	Educational Assist.	Other Employment	12/13/19
23. Valenzuela, Jocelyn	Ed. Assistant SpEd Resource	Personal Reasons	11/26/19
24. Voldase, Tyeisha	School Bus Driver	Personal Reasons	10/22/19
25. Waterkotte, Maty	School Nurse	Personal Reasons	11/01/19

Decrease in Hours

1. Murillo, Monica	Food service worker from 5.50 to 5.0 p/day	\$11.55	11/06/19
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New Hire Substitutes

1. Canez, Cynthia	Sub-Cleaner	\$11.00	10/30/19
2. Canuas, Luisana	Sub-Cleaner	\$11.00	10/30/19
3. Gonzalez Mercado, Olga	Sub-Cleaner	\$11.00	10/30/19
4. Marrufo Norberta	Sub-Cleaner	\$11.00	10/30/19
5. Villela, Jesus	Sub-Cleaner	\$11.00	11/06/19

Student Activity Fund

Balance Statement The Governing Board approved the Student Activity Fund Balance Statement for October, 2019 as presented.

Surplus Property Disposal

The Governing Board approved the items listed as surplus property and grant permission to dispose of them through public auction, salvage company and/or donation to local non-profit(s) and remove them from the asset listing.

Travel

The Governing Board approved and ratified the requests for employee out-of-county travel as presented.

Job Description

The Governing Board approved the new job description for Social Worker as presented.

Fundraiser Activity Requests

The Governing Board approved the fundraiser activity requests as presented.

Vehicle Trade In

The Governing Board approved the administration to proceed with the trade in of the courier vehicle as presented.

Peer Observers

The Governing Board approved the list of teachers as Peer Observers for the 2019-2020 school year as presented.

REPORTS AND INFORMATION ITEMS

None at this time.

ACTION ITEMS

School Year

Calendars

Ms. Segotta-Jones recommended the Governing Board approve the school year calendars for 2020-2021 and 2021-2022 as presented.

Ms. Pimentel inquired if the calendars are aligned with Glendale Union High School District.

Ms. Pimentel moved to approve the recommendation at stated and Ms. Bartels seconded the motion. Upon call to vote, the motion carried with votes in favor from Mr. Aldama, Ms. Bartels, Ms. Pimentel, Ms. Smith and Ms. Wilson.

Payments Made to
Staff

Ms. Segotta-Jones recommended the Governing Board retroactively approve payments made to staff for the 2012-2013, 2013-2014, 2014-2015, 2015-2016, 2016-2017, 2017-2018, 2018-2019 and 2019-2020 school years as presented.

Mr. Aldama asked what the total dollar amounts are for each of the fiscal years, and if these amounts were budgeted. Ms. Segotta-Jones shared the totals for each fiscal year. She explained that extra pay as a result of Title funding would have been included in the grant budget and written into the grant. The other amounts were also budgeted through the expenditure budget process. Mr. Aldama noted these amounts were budgeted. These payments were not made in excess of the District's budget. Mr. Barragan added that this information will be included in future employment contracts to ensure this is approved by the Board as required. Ms. Wilson asked if the amounts budgeted for these areas are ever underspent and how those funds are carried forward. Ms. Smith inquired if there will be any additional extra pays or stipends brought forward for the current fiscal year.

Mr. Aldama expressed concerns about this matter and asked how this was missed by the District and had to be brought forward through the Auditor General's Office. Ms. Segotta-Jones explained how the issue had come up as the result of an investigation at another school district. Mr. Aldama asked if the vote on this item would satisfy the Auditor General's requirements. The action on this agenda is based upon guidance from legal counsel.

Ms. Bartels moved to approve the recommendation as stated and Ms. Pimentel seconded the motion. Upon call to vote, the motion carried with votes in favor from Mr. Aldama, Ms. Bartels, Ms. Pimentel, Ms. Smith and Ms. Wilson.

Note: Mr. Aldama left the meeting at 6:38 p.m. following the vote on the above item.

2019-2020 Expenditure

Budget Revision

Ms. Segotta-Jones recommended the Governing Board approve the 2019-2020 Expenditure Budget Revision #1 as presented. Mr. Barragan and Ms. Caraveo reviewed the following presentation:

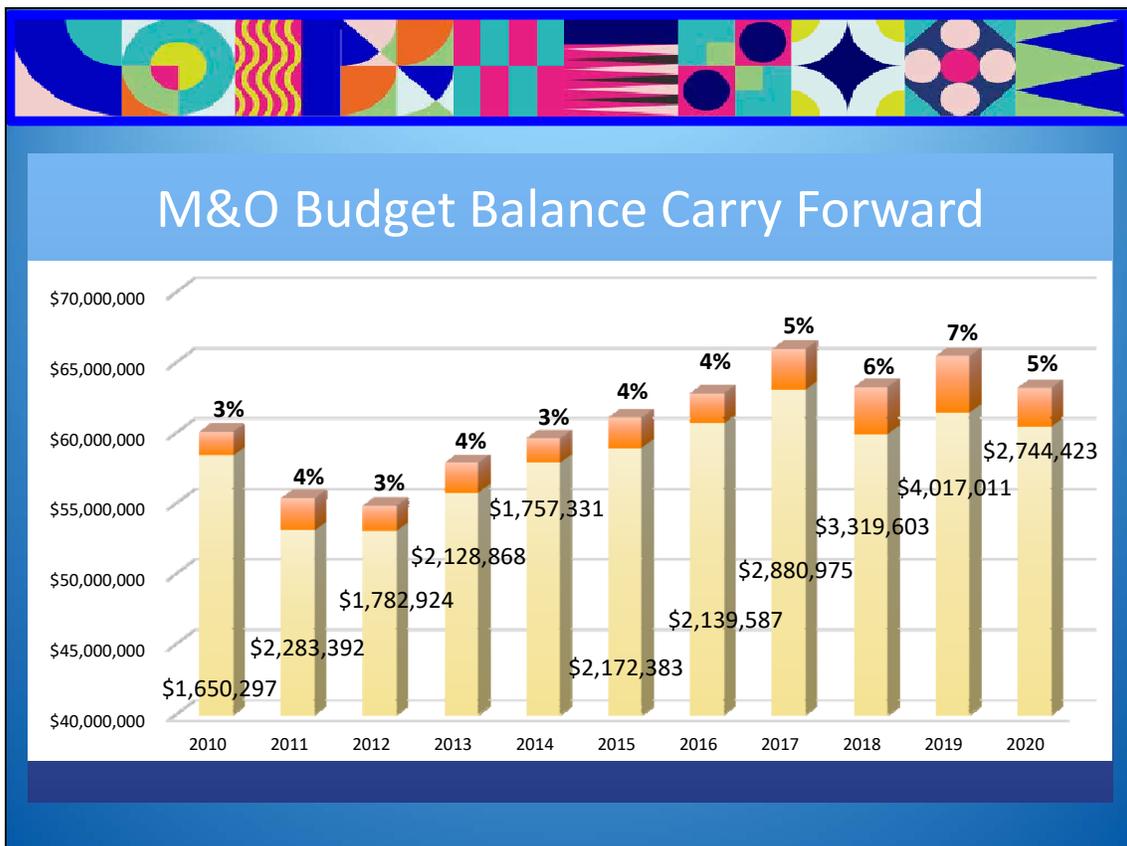
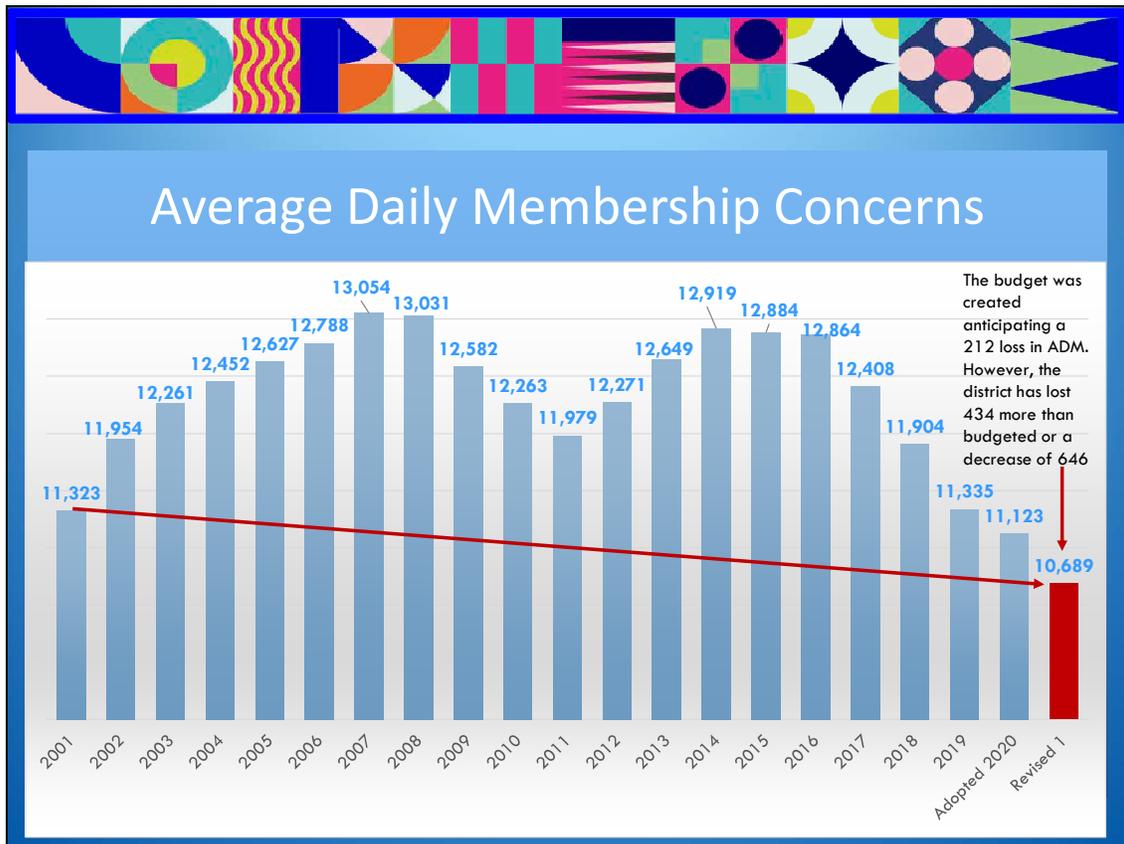
**GLENDALE
ELEMENTARY
SCHOOL DISTRICT**

FY20 BUDGET REVISION #1

December 12, 2019

M&O Budget Comparison

FY20 Adopted Budget	FY20 Revised #1 Budget
RCL.....\$61,216,970	RCL.....\$58,304,885
DAA..... \$ -	DAA.....\$ -
Override. .\$ 9,502,681	Override...\$ 9,065,869
BBCF.....\$ 1,843,012	BBCF.....\$ 2,744,423
<u>Adjustment</u> \$ -489,963	<u>Adjustment</u> \$ - 489,963
\$72,072,700	\$69,625,214



Budget Adjustments

Adjustment	Amount
Decrease in Average Daily Membership	-434
Decrease in RCL	-\$2,912,085
Decrease in M&O override amount	-\$436,812
Increase in Budget Balance Carryforward	\$901,411
Net change in General Budget Limit	-\$2,447,486

Unrestricted Capital Budget Comparison

FY20 Adopted Budget	FY20 Revised #1 Budget
BBCF.....\$1,465,016	BBCF.....\$2,605,813
Interest.....\$ 12,350	Interest.....\$ 12,350
RCL/DAA...\$9,583,735	RCL/DAA...\$9,583,735
Prop. 123...\$ 523,766	Prop. 123...\$ 523,766
<u>Adjustments \$ -</u>	<u>Adjustments \$ -</u>
\$7,604,708	\$8,719,235

- ### Additional Assistance / Capital Cuts
- District Additional Assistance (DAA) was calculated at \$5,107,489
 - \$1,647,756 Estimated legislative reduction of 32%
 - Previously reductions were 65%
 - DAA available \$3,459,733 (Approx. \$1.6 million more)
 - Legislative Reductions 2009-2020
 - Approximately \$ 41.1 million
 - \$38.1 million specific to capital funding

- ### Final thoughts
- FY20 – No legislative financial safeguards
 - Immediate reductions to budget limit
 - Financial decisions must be made for sustainability
 - Capital Funding
 - Increase per pupil in FY20
 - Potential reduction in grant funds
 - Increase enrollment – must be a priority
 - Marketing/Advertising Campaign
 - Competition
 - Update demographic study - must be on-going

- ### Final thoughts continued
- Classroom Dollars Report
- Prop. 206 = increase non-classroom spending while decreasing classroom dollars
 - Decrease in enrollment = increase non-classroom spending
 - Inefficient in its operations
 - Jan. 1 , 2020 (from \$11 to \$12)
 - Salaries/Wages compressed (on-going)

- ### Final thoughts continued
- Investors, rating agencies and financial advisors look at various financial information to determine Glendale’s credit worthiness.
- Reduction in operating expenses
 - Capital Needs
 - Self-Insurance Solvency
 - Declining Enrollment
 - Rating agencies and the impact to our taxpayers

Ms. Bartels would like the Board to have a discussion about ways to generate revenues.

Ms. Bartels moved to approve the recommendation at stated and Ms. Wilson seconded the motion. Upon call to vote, the motion carried with votes in favor from Ms. Bartels, Ms. Pimentel, Ms. Smith and Ms. Wilson.

DISCUSSION ITEM

Bus Driver Shortage The Governing Board and Administration discussed the bus driver shortage impacting the District's Transportation Department. Ms. Segotta-Jones reported the bus driver shortage impacting the District and State is impacting the bus routes running effectively. The shortage is resulting in extensive delays to routes. Human Resources has found that District compensation for bus drivers is lower compared to surrounding districts and Valley Metro. Ms. Segotta-Jones expressed concerns about the toll being taken on bus drivers, the inconvenience to staff and families, and the impact on student learning and teacher planning. Administration plans to bring forward at the January meeting a proposal for increasing bus driver pay in order to attract and retain sufficient staff for the Transportation Department to run effectively.

Ms. Wilson suggested working with the Department of Economic Security to recruit from individuals who are unemployed. She also asked how other districts are able to pay more to their drivers.

Ms. Smith asked about staggering school start times. Ms. Segotta-Jones stated administration does not recommend making changes to start times in the current school year, but this will be looked at for next year.

The recommendation for an increase in pay will be brought forward for the January meeting.

FUTURE MEETINGS

Future Meetings and

Agenda Item Request A list of upcoming meetings was reviewed. The next meeting will take place on January 9th.

Governing Board Members were given the opportunity to request items to be included on future meeting agendas for discussion, information and/or action. Ms. Smith noted that the revised budget should be added to upcoming meetings.

SUMMARY OF BOARD AND SUPERINTENDENT CURRENT EVENTS

Ms. Segotta-Jones reported on current events:

- Challenger and Desert Garden have artwork on display in the Boardroom
- Thank you to staff and Board members who have participated in the Adopt a Kid program. This year's campaign will impact 150 children from 40 families.
- Horizon, Discovery, Sunset Vista and Sine girls football teams scrimmaged during the Cardinal's halftime this past Saturday.
- The District's celebration of arts took place Saturday in Downtown Glendale.
- The District will participate in this year's parade on December 14th.
- Performances are taking place across the District. Times and dates are posted on the District's Facebook page.
- Two students were recognized at the OELAS conference yesterday as student success stories.
- Staff will present at the ASBA annual conference next week to highlight our social emotional learning program.

Ms. Pimentel commented on the Jack students' performance and presentation. She thanked administration for tackling the issues in Transportation. She invited everyone to come see the District at the parade Saturday. She wished everyone Happy Holidays.

Ms. Wilson complimented the Jack dual language program as something the District should be highlighting. She commented on the Community Thanksgiving meal hosted and Glendale Landmark and looks forward to attending again next year. She wished Happy Holidays to all.

Ms. Bartels reported on the Lego League robotics competition the previous weekend. She wished everyone a wonderful Holiday season.

Ms. Smith echoed the comments from the rest of the Board.

ADJOURNMENT

Ms. Bartels moved to adjourn the meeting and Ms. Pimentel seconded the motion. Upon call to vote, Ms. Wilson, Ms. Bartels, Ms. Pimentel, and Ms. Smith voted 'aye', the motion carried and the regular meeting adjourned at 7:08 p.m.

Submitted by:

Elizabeth Powell, Executive Assistant

Approved by:

Brenda Bartels, Clerk of the Board

Date: January 9, 2020

Add to January: ASBA Annul Conference
Add to February: NSBA Classes

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.B. TOPIC: Ratification of Vouchers

SUBMITTED BY: Ms. Courtney Piña, Accounting Budget Supervisor

RECOMMENDED BY: Ms. Valerie Caraveo, Director of Finance and Purchasing

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the expense and payroll vouchers as presented.

RATIONALE:

In accordance with A.R.S. § 15-321G, the expense and payroll vouchers must be approved and ratified by the Governing Board. The attached vouchers summarize expense and payroll warrants that were issued by Glendale Elementary School District and reviewed by the Clerk of the Governing Board.

Expense Vouchers		
Date	Voucher #	Amount
11/21/2019	2045	\$838,274.96
11/21/2019	2046	\$1,310.00
11/21/2019	2047	\$126,069.92
12/2/2019	2048	\$347,806.92
12/2/2019	2049	\$156,172.59
12/2/2019	2050	\$176,617.84
12/5/2019	2051	\$821,688.74
12/5/2019	2052	\$15,067.07
	Total:	\$1,643,423.08

Payroll Vouchers		
Date	Voucher	Amount
11/21/2019	1010	\$2,806,846.06
11/26/2019	19	\$161,388.89
12/2/2019	20	\$1,760.46
12/6/2019	1011	\$2,965,347.80
12/10/2019	21	\$151,775.29
	Total:	\$6,087,118.50

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.C. TOPIC: Acceptance of Gifts

SUBMITTED BY: Ms. Courtney Piña, Accounting Budget Supervisor

RECOMMENDED BY: Ms. Valerie Caraveo, Director of Finance and Purchasing

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve acceptance of the following gifts offered to the District.

RATIONALE:

Donor	Description	Cash Amount or Estimated Value	Recipient
Margaret Balder	Sports balls/ pump	\$114.80	Bici North
Waterford Early Learning	Visa gift cards	\$225.00	Districtwide
Don McKim	10 boxes Nitrel gloves	\$100.00	Desert Spirit
Northwest Christian Church	100 food boxes	\$2,500.00	Discovery
Domino's Smart Slice Rewards	9 Under Armour headphones	\$900.00	Districtwide
Domino's Smart Slice Rewards	8 Mongoose bicycles	\$1,080.00	Districtwide
Goldman/Pottrock families	Monetary gift to school	\$169.50	GSA
Anonymous	Glendale Glitters	\$819.00	GSA
ASU	Better Together Challenge Grant	\$300.00	Landmark
Center for the Future of Arizona	Monetary gift to school	\$750.00	Landmark
The Phyto Nutrient House	Face cream/ perfume	\$21.00	Wellness
Uneed Martial Arts	4 Free classes	\$75.00	Wellness
Skeens and Jarnigin	Staples gift card	\$25.00	Wellness
True North Mortgage	2 bags True North Nuts	\$20.00	Wellness
Memory Lane Boutique	Arizona gift items	\$20.00	Wellness
First Credit Union	Visa gift cards	\$25.00	Wellness
Living Well Now	Bath bombs	\$20.00	Wellness
VALIC	Teacher Survival Kit	\$25.00	Wellness

GLENDALE ELEMENTARY SCHOOL DISTRICT
ACTION AGENDA ITEM

AGENDA NO: 6.D. TOPIC: Certified Personnel Report

SUBMITTED BY: Ms. Jacque Horine, Director of Human Resources

RECOMMENDED BY: Ms. Deby Valadez Assistant Superintendent for Human Resources

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, terminations, and/or contract renewals of certified personnel.

Resignation

- | | | | |
|---------------------|-----------|------------------|----------|
| 1. Hogans, Rabiah | Teacher | Personal Reasons | 01/06/20 |
| 2. Molina, Tiffany* | Principal | Moving | 01/07/20 |
- *Recommend liquidated damages fee applied per contract

Change in Position

- | | | |
|---------------------|---|----------|
| 1. Sydney Lindebak | From TOSA to Interim Assistant Principal | 01/08/20 |
| 2. Bradley Horstman | From Assistant Principal to Interim Principal | 01/08/20 |

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.E. TOPIC: Classified Personnel Report

SUBMITTED BY: Mr. Brian Duguid, Coordinator for Human Resources

RECOMMENDED BY: Ms. Deby Valadez, Assistant Superintendent for Human Resources

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the employments, resignations, retirements, promotions, leaves of absence, cancellations of employment, and/or terminations of classified personnel.

New Employment

1. Knippenberg, Alicia	Ed. Assist. Resource	\$12.71	12/11/19
2. Norden, Patricia	Ed. Assist. Resource	\$11.00	12/11/19
3. Truitt, Clayton	Ed. Assist. Resource	\$13.75	12/09/19

Position Change

1. Castillo, Federico	from School Bus Driver to Vehicle Service Worker	\$16.70	12/02/19
2. Garcia, Monique	from Lead Custodian to Unit Manager	\$18.77	12/02/19

Retirement

1. Mota de Favela, Maria	Cleaner		12/10/19
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Resignation

1. Barron, Veronica	School Bus Driver	Personal Reasons	12/13/19
2. Carlos, Lazaro	Cleaner II	Career Change	12/20/19
3. Ramirez, Gabriela	Ed. Assistant	Personal Reasons	12/05/19

Increase in Hours

1. Bustillos, Josefina	Food Service Worker 4.5 to 5.50 hrs. p/d	\$11.55	12/03/19
2. Rodriguez, Margarita	Food Service worker 5.0 to 5.50 hrs. p/d	\$12.13	11/22/19

Resignation-Substitutes

1. Valenzuela, Jocelyn	Sub. Ed. Assistant	Personal Reasons	11/26/19
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Leave of Absence

1. Leiva, Alida			11/27/2019-02/28/2020
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GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.F. TOPIC: Student Activity Fund Balance Statement

SUBMITTED BY: Ms. Courtney Piña, Accounting Budget Supervisor

RECOMMENDED BY: Ms. Valerie Caraveo, Director of Finance and Purchasing

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the Student Activity Fund Balance Statement for month end of November 30, 2019 as presented.

RATIONALE:

Balance statement attached.



**STUDENT ACTIVITY FUND
MONTH END REPORT 2019-2020
November 30, 2019**

SCHOOL		BEGINNING CASH BALANCE	YEAR TO DATE REVENUE	YEAR TO DATE EXPENDITURES	CASH BALANCE
101	LANDMARK	\$12,539.21	\$724.99	\$0.00	\$13,264.20
102	ISAAC IMES	\$11,773.40	\$1,571.35	\$1,029.29	\$12,315.46
103	HAROLD W. SMITH	\$1,485.40	\$783.20	\$0.00	\$2,268.60
104	MELVIN E. SINE	\$6,724.69	\$1,395.77	\$100.00	\$8,020.46
105	WILLIAM C. JACK	\$3,174.21	\$880.29	\$0.00	\$4,054.50
106	DON MENSENDICK	\$4,785.69	\$0.00	\$0.00	\$4,785.69
107	GLENN F. BURTON	\$4,850.57	\$2,890.03	\$748.54	\$6,992.06
108	GLENDALE AMERICAN	\$2,270.78	\$47.36	\$0.00	\$2,318.14
109	BICENTENNIAL NORTH	\$652.18	\$0.00	\$0.00	\$652.18
110	HORIZON	\$1,995.53	\$881.75	\$47.05	\$2,830.23
111	CHALLENGER	\$1,980.70	\$4,621.00	\$626.95	\$5,974.75
112	BICENTENNIAL SOUTH	\$1,363.33	\$321.37	\$297.31	\$1,387.39
113	DISCOVERY	\$2,442.35	\$2,018.96	\$146.95	\$4,314.36
114	DESERT GARDEN	\$1,560.61	\$1,225.71	\$0.00	\$2,786.32
115	COYOTE RIDGE	\$3,310.67	\$501.21	\$0.00	\$3,811.88
116	DESERT SPIRIT	\$4,333.66	\$1,254.00	\$1,199.31	\$4,388.35
117	SUNSET VISTA	\$1,000.30	\$0.00	\$0.00	\$1,000.30
TOTAL:		\$66,243.28	\$19,116.99	\$4,195.40	\$81,164.87

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.G. TOPIC: Travel

SUBMITTED BY: Ms. Cindy Segotta-Jones, Superintendent

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve and ratify the requests for employee out-of-county travel as presented.

Traveler	Purpose/Location	Dates	Cost
Shannon Gleave Regina Logan Veronica Zazueta Garcia Monique Bohn Joanna Fourcher Jessica Valdez Lori Simuango Blanca Marruffo Contina Garner Alika Williams Rosana Canjura Campos	School Nutrition Association Flagstaff, AZ	Feb. 21-22	\$1,710 <i>Food Svc.</i>
Kennedy Hairr Abigail Bauer Debra Castillo Tara Baker Rebecca LaCasse Santina Carrillo	School Improvement for ALL Charleston, SC	Feb. 24-25	\$9,074 <i>Title I</i>
Mary Beth McKim Lydia Horstman Cindi DeRichie Anissa Ottens Michelle Baker Brandon Campbell Dana Hallum Jessica Soliz	ADE Teacher Institute Tucson, AZ	June 2-3	\$5,380 <i>Title I</i>
Jacque Horine	Az Trust Summer Leadership Flagstaff, AZ	June 10-12	\$499.50 <i>M&O</i>
Tom Clark Russell Deneault Len Horn	ISTE Conference Anaheim, CA	June 28-July 1	\$7,020 <i>M&O</i>

Brianna Hawkins
Jeanette DeJovine
Nicole Zanella
Kennedy Hairr
Laura Braden
Qiana Harris
Joelene Strickler
Santina Carrillo

SDE Conference
Clark County, NV

July 6-10

\$13,368 *Title I*

TRAVEL REQUEST FORM

For Out-of-County/Out-of-State Travel by District Employee

This form must be turned in with purchase requisitions and PAR to the Superintendent's Office with enough advance notice to ensure Board approval prior to travel date.

Name of Traveler(s): Shannon Gleave, Regina Logan, Veronica Zazueta Garcia, Monique Bohn, Joanna Fourcher, Jessica Valdez, Lori Simuango, Blanca Marruffo, Contina Garner, Alike Williams, Roxana Canjura Campos

Working at School/Department: Food & Nutrition

Reason for Travel: School Nutrition Association Professional Growth Conference

Traveling to: Flagstaff, AZ

Dates of Travel: 2/21/2020-2/22/2020

Substitute Needed/Dates: None Required

Table with 4 columns: Description, Code, Cost, Requisition Number. Rows include Charge Sub to, Charge Registration to, Charge Airline/Bus to, Charge Meal/Lodging to, Charge Auto Mileage to, and Total Cost of Travel.

APPROVED BY: _____ DATE _____

____ Approved _____ Not Approved By the Governing Board on _____ Date

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s): Shannon Gleave, Regina Logan, Veronica Zazueta Garcia, Monique Bohn, Joanna Fourcher, Jessica Valdez, Lori Simuango, Blanca Marruffo, Contina Garner, Alika Williams, Roxana Canjura Campos

Conference/Workshop Title: School Nutrition Association of Arizona Professional Growth Conference

(Reason for Travel)

1. Relevance of conference/workshop to employee(s) work responsibilities:

Will provide topics related to work responsibilities. Topics include: operations, communications, marketing, and nutrition. This conference will allow Food & Nutrition employees the opportunity to receive more in depth training in the related topics

2. How will employee(s) share information with colleagues?

Through meetings, district website and implementation of federal regulations

3. How is the conference/workshop related to district, school or department goals and or objectives?

By attending Professional Growth Conference it will ensure that the Food and Nutrition Department is in compliance in administrating the National School Lunch Program and continued implementation of the Healthy Hunger-Free Kids Act.

TRAVEL REQUEST FORM

For Out-of-County/Out-of-State Travel by District Employee

This form must be turned in with purchase requisitions and PAR to the Superintendent's Office with enough advance notice to ensure Board approval prior to travel date.

Name of Traveler(s): Kennedy Hairr, Abigail Bauer, Debra Castillo, Tara Baker, Rebecca LaCasse, and Santina Carrillo

Working at School/Department: Isaac E. Imes

Reason for Travel: School Improvement for ALL Workshop

Traveling to: Charleston, South Carolina

Dates of Travel: Feb 24 - 25, 2020

Substitute Needed/Dates: Feb. 24 - 25, 2020

	Code	Cost	Requisition Number
Charge Sub to:	<u>100.100.2213.6360.567.0000</u>	<u>\$4134</u>	<u> </u>
Charge Registration to:	<u>100.100.2570.6360.567.0000</u>	<u>\$689</u>	<u> </u>
	<u>100.100.2200.6580.567.0000</u>	<u>\$1800</u>	<u> </u>
Charge Airline/Bus to:	<u>100.100.2570.6580.567.0000</u>	<u>\$300</u>	<u> </u>
	<u>100.100.2200.6580.567.0000</u>	<u>\$2940</u>	<u> </u>
Charge Meal/Lodging to:	<u>100.100.2570.6580.567.0000</u>	<u>\$490</u>	<u> </u>
	<u>100.100.2200.6580.567.0000</u>	<u>\$200</u>	<u> </u>
Charge Auto Mileage to:	<u>100.100.2570.6580.567.0000</u>	<u>\$200</u>	<u> </u>
	Total Cost of Travel	<u>\$9,074</u>	<u> </u>

APPROVED BY: _____ **DATE** _____

_____ Approved _____ Not Approved By the Governing Board on _____ date

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s):

Conference/Workshop Title: Kennedy Hairr, Abigail Bauer, Debra Castillo, Tara Baker, Rebecca LaCasse, and Santina Carrillo

(Reason for Travel)

To build capacity within and ensure future sustainability of our work as a professional learning community and collaborative teams.

1. Relevance of conference/workshop to employee(s) work responsibilities:

Selected Imes future and present teacher leaders are attending the workshop alongside the Principal. Imes has been working with Sharon Kramer closely over the past two years with selected grade levels. These grade levels are beginning to see and experience the value of the work we have been doing. We want to focus on bringing more teachers into the learning, particularly those who have shown an investment in a future at GESD. Our focus is to build the capacity of the school collaborative teams, to focus on the PLC Framework, and increase teacher self-efficacy, all which will increase student achievement.

2. How will employee(s) share information with colleagues?

This team will return to Imes and work with their collaborative teams, the site Lead Learning Team, and the leadership team to ensure a guaranteed and viable curriculum is in place, effective instruction is implemented and reliable assessment data is utilized immediately. This information will be shared at early release professional development, site collaborative team times, and new school year orientations.

3. How is the conference/workshop related to district, school or department goals and or objectives?

This conference is aligned to our two district goals of increasing student achievement and eliminating the achievement gap. In addition, our school is focusing on increasing student achievement and teacher clarity.

EMPLOYEE OUT-OF-COUNTY/OUT-OF-STATE TRAVEL REQUEST

This form must be completed and submitted to the Superintendent's Office for forwarding to the Governing Board. Requests will be placed on the next possible meeting's agenda. Travel requests should be submitted early enough to ensure the meeting at which the Board considers approval is before the proposed dates of travel.

Name of Traveler(s): MaryBeth McKim, Lydia Horstman, Cindi DeRichie, Anissa Ottens, Michelle Baker, Brandon Campbell Dana Hallum, Jessica Soliz

Working at School/Department: Desert Spirit

Reason for Travel: 2020 Arizona Teachers' Institute

Traveling to: Tucson, Arizona

Dates of Travel: June 2-3

Substitute Needed/Dates: None Needed

	Code	Cost	Requisition Number
Charge Sub to:		\$	
	<u>100.100.2213.6360.116.116.0000</u>	<u>\$1770</u>	
Charge Registration to:	<u>100.100.2570.6360.116.116.0000</u>	<u>\$590</u>	
Charge Airline/Bus to:		\$	
	<u>100.100.2200.6580.116.116.0000</u>	<u>\$1800</u>	
Charge Meal/Lodging to:	<u>100.100.2570.6580.116.116.0000</u>	<u>\$600</u>	
	<u>100.100.2200.6580.116.116.0000</u>	<u>\$400</u>	
Charge Auto Mileage to:	<u>100.100.2570.6580.116.116.0000</u>	<u>\$200</u>	
Total Cost of Travel		<u>\$5380</u>	

APPROVED BY: _____ **DATE** _____

_____ Approved _____ Not Approved By the Governing Board on _____ date

- ☰ ADE ▾
- 👤 PARENTS & STUDENTS ▾
- 🏫 SCHOOLS & TEACHERS ▾
- 📅 ADE CALENDAR ([HTTP://WWW.AZED.GOV/CALENDAR/EVENTS/](http://www.azed.gov/Calendar/Events/))
- 🔒 COMMON LOGON ([HTTPS://WWW.AZED.GOV/COMMONLOGON/LOGON.ASPX](https://www.azed.gov/CommonLogon/Logon.aspx))
- 🔒 ADECONNECT ([HTTPS://HOME.AZED.GOV/PORTAL/](https://home.azed.gov/portal/))



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- OVERVIEW
- 📄 CALL FOR PRESENTERS ▾
- 🏠 LODGING – COMING SOON ([HTTP://WWW.AZED.GOV/TEACHERS-INSTITUTE/COMING-SOON/](http://www.azed.gov/teachers-institute/coming-soon/))

Select Language | REGISTRATION

CONTACT US ([HTTPS://CMS.AZED.GOV/HOME/GETDOCUMENTFILE?ID=58E289CF6F53B71EB8265D0A](https://cms.azed.gov/home/getdocumentfile?id=58E289CF6F53B71EB8265D0A))

Teachers' Institute

SAVE THE DATE

Tweet Share



The Arizona Department of Education is pleased to present

JUNE 2-3, 2020 TEACHERS' INSTITUTE

The Teachers Institute focuses on our Arizona teachers to provide them with cutting edge teaching strategies and knowledge.

JW Marriott Tucson Starr Pass Resort & Spa
3800 W Starr Pass Blvd,
Tucson, AZ 85745

JUNE 4-5, 2020 LEADING CHANGE

A conference designed to meet the specific needs of local and district administrators as they improve teacher and student outcomes. Both conference schedules have been built around time with your team. Please consider bringing a team to take advantage of this opportunity.

📖 Guidebook Instructions

★ Lodging-Coming Soon

★ Tues-Coming Soon (<https://www.azed.gov/teachers-institute/coming-soon/>)

★ Wed-Coming Soon (<https://www.azed.gov/teachers-institute/coming-soon/>)

Sponsors-Coming Soon

Exhibitors-Coming soon

★ Leading Change (<http://www.azed.gov/teachers-institute/leading-change/>)

Keynote Speakers 2020



Doug Fisher June 2, 2020

TBD June 3, 2020

Contact Information
Laura Dudzik, Event Management Administrator
 602-364-1851
 Email: laura.dudzik@azed.gov (<mailto:laura.dudzik@azed.gov>)

Connie Haberer, Registration Information
 602-364-2336
 Email:
Connie.Haberer@azed.gov (<mailto:Connie.Haberer@azed.gov>)

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s):

MaryBeth McKim, Lydia Horstman, Cindi DeRichie, Anissa Ottens, Dana Hallum, Brandon Campbell, Jessica Soliz, Michelle Baker

Conference/Workshop Title: Teachers Institute/Leading Change

(Reason for Travel)

1. Relevance of conference/workshop to employee(s) work responsibilities.

Teachers will gain relevant and authentic classroom strategies for teaching foundational literacy skills. Sessions include small group instruction, intervention, guided reading, reading and writing fluency and differentiated instruction.

2. How will employee(s) share information with colleagues?

Administration, Achievement Advisors, and teachers will be sharing and leading grade level teams through Professional Development and during Collaborative Team to increase reading fluency and comprehension for all students.

3. How is the conference/workshop related to district, school or department goals and or objectives?

This conference aligns with district and school goals of increasing student achievement in ELA. Teachers will learn and implement new learning to work alongside team members for the different tiers of instruction as well as using this to strengthen the guided reading block.

EMPLOYEE OUT-OF-COUNTY/OUT-OF-STATE TRAVEL REQUEST

This form must be completed and submitted to the Superintendent's Office for forwarding to the Governing Board. Requests will be placed on the next possible meeting's agenda. Travel requests should be submitted early enough to ensure the meeting at which the Board considers approval is before the proposed dates of travel.

Name of Traveler(s): MaryBeth McKim, Lydia Horstman, Cindi DeRichie, Anissa Ottens

Working at School/Department: Desert Spirit

Reason for Travel: 2020 Arizona Leading Change Conference

Traveling to: Tucson, Arizona

Dates of Travel: June 4-5

Substitute Needed/Dates: None Needed

	Code	Cost	Requisition Number
Charge Sub to:		\$	
	100.100.2213.6360.116.116.0000	\$790	
Charge Registration to:	100.100.2570.6360.116.116.0000	\$790	
Charge Airline/Bus to:		\$	
	100.100.2200.6580.116.116.0000	\$600	
Charge Meal/Lodging to:	100.100.2570.6580.116.116.0000	\$600	
	100.100.2200.6580.116.116.0000	\$200	
Charge Auto Mileage to:	100.100.2570.6580.116.116.0000	\$200	
Total Cost of Travel		\$ 3180.00	

APPROVED BY: _____ **DATE** _____

_____ Approved _____ Not Approved By the Governing Board on _____ date

- ADE ▾
- PARENTS & STUDENTS ▾
- SCHOOLS & TEACHERS ▾
- ADE CALENDAR ([HTTP://WWW.AZED.GOV/CALENDAR/EVENTS/](http://www.azed.gov/calendar/events/))
- COMMON LOGON ([HTTPS://WWW.AZED.GOV/COMMONLOGON/LOGON.ASPX](https://www.azed.gov/commonlogon/logon.aspx))
- ADECONNECT ([HTTPS://HOME.AZED.GOV/PORTAL/](https://home.azed.gov/portal/))



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OVERVIEW ([HTTP://WWW.AZED.GOV/LEADINGCHANGE/OVERVIEW/](http://www.azed.gov/leadingchange/overview/))

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Select Language |

CONTACT US ([HTTPS://CMS.AZED.GOV/HOME/GETDOCUMENTFILE?ID=58E289CF6F53B71EB8265D0A](https://cms.azed.gov/home/getdocumentfile?id=58E289CF6F53B71EB8265D0A))

Leading Change

SAVE THE DATE

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Resort & Spa
3800 W Starr Pass Blvd,
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JUNE 4-5, 2020 LEADING CHANGE

A conference designed to meet the specific needs of local and district administrators as they improve teacher and student outcomes. Both conference schedules have been built around time with your team. Please consider bringing a team to take advantage of this opportunity.

Guidebook Instructions

★ Lodging-Coming Soon

★ Tues-Coming Soon (<https://>)

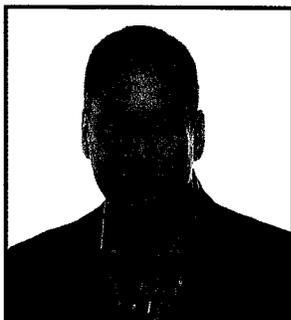
★ Wed-Coming Soon (<https://>)

Sponsors-Coming Soon

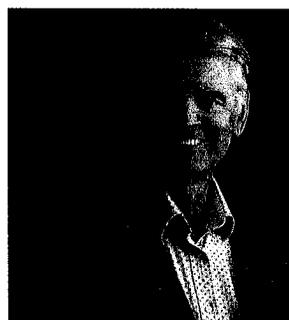
Exhibitors-Coming soon

★ Teachers' Institute (<http://>)

Keynote Speakers 2020



Mark Perna June 4, 2020



John Hattie, June 5, 2020

Contact Information

Laura Dudzik, Event
Management Administrator
602-364-1851
Email: laura.dudzik@azed.gov
(<mailto:laura.dudzik@azed.gov>)

Connie Haberer, Registration
Information
602-364-2336
Email:
Connie.Haberer@azed.gov
(<mailto:Connie.Haberer@azed.gov>)

EMPLOYEE OUT-OF-COUNTY/OUT-OF-STATE TRAVEL REQUEST

This form must be completed and submitted to the Superintendent's Office for forwarding to the Governing Board. Requests will be placed on the next possible meeting's agenda. Travel requests should be submitted early enough to ensure the meeting at which the Board considers approval is before the proposed dates of travel.

Name of Traveler(s): Jacque Horine

Working at School/Department: GESD HR Department

Reason for Travel: AZ Trust/NAU Summer 2020 Leadership Academy

Traveling to: Flagstaff, Arizona

Dates of Travel: June 10, 2020 - June 12, 2020

Substitute Needed/Dates: None

	Code	Cost	Requisition Number
Charge Sub to:	_____	\$0	_____
Charge Registration to:	001.100.2570.6580.500.552.0000	\$375.00	_____
Charge Airline/Bus to:	_____	\$0	_____
Charge Meal/Lodging to:	_____	\$	_____
Charge Auto Mileage to:	001.100.2570.6580.500.552.0000	\$ 133.50	_____
Total Cost of Travel		\$ 499.50	_____

APPROVED BY:

DATE

Approved
 Not Approved
 By the Governing Board on _____ date

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s): Jacque Horine

Conference/Workshop Title: AZ Trust/NAU Summer 2020 Leadership Academy
(Reason for Travel)

1. Relevance of conference/workshop to employee(s) work responsibilities:

This conference is designed to help school district leaders identify and manage potential legal issues. This will in turn help leaders develop practices to ensure a safe harbor for teaching and learning.

2. How will employee(s) share information with colleagues?

The information learned at the Leadership Conference will be brought back to the HR leadership team to help us identify training that is needed during our systems leadership meetings. Legal issues in schools are rapidly changing and continued training is always needed.

3. How is the conference/workshop related to district, school or department goals and or objectives?

The Trust Leadership Conference is directly related to our school district goals and especially the human resources goals to ensure legal compliance in the Glendale Elementary School District.

TRAVEL REQUEST FORM

For Out-of-County/Out-of-State Travel by District Employee

This form must be turned in with purchase requisitions and PAR to the Superintendent's Office with enough advance notice to ensure Board approval prior to travel date.

Name of Traveler(s): Tom Clark, Russell Deneault and Len Horn
Working at School/Department: Information Technology Department
Reason for Travel: International Society for Technology in Education Conference
Traveling to: Anaheim, California
Dates of Travel: June 28th - July 1st, 2020
Substitute Needed/Dates: NA

Table with 4 columns: Description, Code, Cost, Requisition Number. Rows include Charge Sub to, Charge Registration to, Charge Airline/Bus to, Charge Meal/Lodging to, Charge Auto Mileage to, and Total Cost of Travel.

APPROVED BY: _____ DATE _____

Approved Not Approved By the Governing Board on _____ date

*Per diem for meals is \$66.00 per day.

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s): Tom Clark and Russell Deneault

Conference/Workshop Title: International Society for Technology in Education (ISTE)
(Reason for Travel)

1. Relevance of conference/workshop to employee(s) work responsibilities:

The annual ISTE conference is the premier educational technology conference that brings together IT leadership, administrators and professional educators together from both national and international schools and school districts. Presentations and showcases of technology trends in classroom technology, digital resources and solutions available to support teaching and learning with technology. The knowledge gained will support the District's technology planning and implementation of new technologies and improved support to students, staff and community. The conference also provides opportunities to hear from experts and from peer districts regarding their experiences from technology implementation and build awareness what was successful and issues to avoid.

Additional topics include digital citizenship, student online safety, digital curriculum, digital equity, STEM, K-12 coding programs for students and numerous other topics.

2. How will employee(s) share information with colleagues?

Information will be shared with district staff, departments, school staff, technology mentors and teachers as relevant. Opportunities to share include district, department and school staff meetings as appropriate.

3. How is the conference/workshop related to district, school or department goals and or objectives?

Attendance of the 2020 ISTE conference supports decisions for implementing District and classroom technologies for the 2020-21 school Year. The ISTE conference will again provide valuable information to the IT department for the 2020-21 school year. Learning about success from peers and experts allows the GESD IT department to identify best processes for implementation and support of technology.

TRAVEL REQUEST FORM

For Out-of-County/Out-of-State Travel by District Employee

This form must be turned in with purchase requisitions and PAR to the Superintendent's Office with enough advance notice to ensure Board approval prior to travel date.

Name of Traveler(s): Brianna Hawkins, Jeanette DeJovine, Nicole Zanella, Kennedy Hairr, Laura Braden, Qiana Harris, Joelene Strickler, and Santina Carrillo

Working at School/Department: Isaac E. Imes

Reason for Travel: SDE National Conference

Traveling to: Clark County, Nevada

Dates of Travel: July 6 - 10

Substitute Needed/Dates: None Needed

	Code	Cost	Requisition Number
Charge Sub to:	<u>100.100.2213.6360.567.0000</u>	<u>\$3289.74</u>	<u> </u>
Charge Registration to:	<u>100.100.2570.6360.567.0000</u>	<u>\$548.29</u>	<u> </u>
Charge Airline/Bus to:	<u>100.100.2200.6580.567.0000</u>	<u>\$</u>	<u> </u>
	<u>100.100.2570.6580.567.0000</u>	<u>\$</u>	<u> </u>
Charge Meal/Lodging to:	<u>100.100.2200.6580.567.0000</u>	<u>\$9880</u>	<u> </u>
	<u>100.100.2570.6580.567.0000</u>	<u>\$1235</u>	<u> </u>
Charge Auto Mileage to:	<u>100.100.2200.6580.567.0000</u>	<u>\$200</u>	<u> </u>
	<u>100.100.2570.6580.567.0000</u>	<u>\$200</u>	<u> </u>
	Total Cost of Travel	<u>\$13,368.74</u>	<u> </u>

APPROVED BY: _____ **DATE** _____

_____ Approved _____ Not Approved By the Governing Board on _____ date

CONFERENCE/WORKSHOP REQUEST
JUSTIFICATION FORM

Must be completed and submitted to the Superintendent's Office for transmittal to the Governing Board along with the Travel Request Form.

Name of Traveler(s):

Conference/Workshop Title: Brianna Hawkins, Jeanette DeJovine, Nicole Zanella, Kennedy Hairr, Laura Braden, Qiana Harris, Joelene Strickler, and Santina Carrillo

(Reason for Travel) To build capacity of our K- 2 collaborative teams and increase their knowledge and skill of early literacy learning.

1. Relevance of conference/workshop to employee(s) work responsibilities:

Imes has been focusing on building a solid foundation of early literacy learning for our students. This conference provides a variety of workshops that are focused on early literacy skills, strategies, small group instruction and differentiated learning. We attended last year with a small team and walked away with several strategies to implement in the classroom to help students who are struggling to learn to read and write.

2. How will employee(s) share information with colleagues?

The team that will attend this conference will meet during the conference week to determine which sessions and learning to introduce to the staff. Time will be used during our early release professional development Wednesdays to provide our staff with this new learning. The staff who attended the conference will provide the professional development alongside our leadership team.

3. How is the conference/workshop related to district, school or department goals and or objectives?

This conference is aligned to our two district goals of increasing student achievement and eliminating the achievement gap. We have a strong focus on early literacy, focusing on the Big 5 - phonological awareness, phonics, fluency, vocabulary and comprehension. By focusing on these areas, we will build a strong foundation of readers and learners.

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.H. TOPIC: Hearing Officer List

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the annual, routine reaffirmation of hearing officers who may be utilized for student discipline hearings or employee discipline hearings when needed as presented.

RATIONALE:

This is a routine item which the Board approves each calendar year. It is requested the Board renew this authorization for the 2020 calendar year.

HEARING OFFICER LIST

This list of potential hearing officers is established in accordance with the provisions of A.R.S. §15-541 pertaining to employee and student discipline hearings. This statute states in part, "If the governing board decides not to hold a hearing, the governing board shall designate a hearing officer to hold the hearing, hear the evidence, prepare a record and issue a recommendation to the governing board for action."

Larry K. Kelly, Ed. D.

Dr. Larry Bauer

C. Benson Hufford

Harold J. Merkow

Prudence Lee

Any hearing officer who has completed training with the Arizona School Risk Retention Trust per the attached list.

The Trust

in partnership with the Alliance and SCIP

Hearing Officer Panelist Contact Information* Updated as of August 19, 2019

Name	Address	Email	Phone
Betsy Ajerman	[REDACTED]	[REDACTED]	[REDACTED]
Ramona Auld	[REDACTED]	[REDACTED]	[REDACTED]
Jim Anderson	[REDACTED]	[REDACTED]	[REDACTED]
Dan Bailey	[REDACTED]	[REDACTED]	[REDACTED]
Larry Bauer	[REDACTED]	[REDACTED]	[REDACTED]
Karyn Blair	[REDACTED]	[REDACTED]	[REDACTED]
Philip Bonds	[REDACTED]	[REDACTED]	[REDACTED]
Rick Bradshaw	[REDACTED]	[REDACTED]	[REDACTED]
Danny Brown	[REDACTED]	[REDACTED]	[REDACTED]
L. Jim Burrow	[REDACTED]	[REDACTED]	[REDACTED]
Sam Cianfarano	[REDACTED]	[REDACTED]	[REDACTED]
Fred Coates	[REDACTED]	[REDACTED]	[REDACTED]
Alan Duarte	[REDACTED]	[REDACTED]	[REDACTED]
Abedon Fimbres	[REDACTED]	[REDACTED]	[REDACTED]
Shon Flake	[REDACTED]	[REDACTED]	[REDACTED]
Steve Francis	[REDACTED]	[REDACTED]	[REDACTED]

* Please note that most hearing officer panelists will travel throughout the state.

Dennis Goodwin	[REDACTED]	[REDACTED]	[REDACTED]
Charles Gover	[REDACTED]	[REDACTED]	[REDACTED]
Bo Hall	[REDACTED]	[REDACTED]	[REDACTED]
Tari Hardy	[REDACTED]	[REDACTED]	[REDACTED]
D.J. Harris	[REDACTED]	[REDACTED]	[REDACTED]
Danny Howe	[REDACTED]	[REDACTED]	[REDACTED]
Jean Hunt	[REDACTED]	[REDACTED]	[REDACTED]
Dan Hute	[REDACTED]	[REDACTED]	[REDACTED]
Neil Johnson	[REDACTED]	[REDACTED]	[REDACTED]
Mark Knight	[REDACTED]	[REDACTED]	[REDACTED]
Frank Larby	[REDACTED]	[REDACTED]	[REDACTED]
Julianne Lein	[REDACTED]	[REDACTED]	[REDACTED]
Jim Lockwood	[REDACTED]	[REDACTED]	[REDACTED]
Anna Maiden	[REDACTED]	[REDACTED]	[REDACTED]
John Meza	[REDACTED]	[REDACTED]	[REDACTED]
Jim Matthies	[REDACTED]	[REDACTED]	[REDACTED]
Judy Neal	[REDACTED]	[REDACTED]	[REDACTED]
Duane Noggle	[REDACTED]	[REDACTED]	[REDACTED]

* Please note that most hearing officer panelists will travel throughout the state.

Verla O'Donovan			
Kim Pearce			
Jeff Peters			
Jim Poquette			
Don Roberts			
Sherri Rosalik			
Greg Schalow			
Rex Shumway			
Barbara Smith			
John Speer			
Barbara Surloff			
Tom Tryee			
Barbara U'Ren			
Doug Vaughn			
John Warren			
Terry Williams			
Michael Wright			
Russ Young			
Gail Zamar			

* Please note that most hearing officer panelists will travel throughout the state.

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 6.I. TOPIC: Employee and Student Discipline Hearings

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board authorize the use of a hearing officer for conducting student and employee discipline hearings pursuant to A.R.S. § 15-341, 15-541, and 15-843, effective for the 2020 calendar year.

RATIONALE:

According to Arizona Revised Statute, certain circumstances involving employee and student discipline require a hearing to be conducted, either in executive session by the Governing Board, or by a hearing officer. The Governing Board must authorize the use of a hearing officer, either through individual action as needed, or by action at the annual organizational meeting that all hearings conducted pursuant to A.R.S. § 15-541 and 15-843 shall be conducted before a hearing officer.

GLENDALE ELEMENTARY SCHOOL DISTRICT

ACTION AGENDA ITEM

AGENDA NO: 8.A. TOPIC: Bus Driver and Bus Driver Trainer Wage Increase

SUBMITTED BY: Mr. Mike Barragan, Assistant Superintendent for Finance and Business Services

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

RECOMMENDATION:

It is recommended the Governing Board approve the increase in the hourly rate for bus drivers and bus driver trainer and approve of the placement schedules for fiscal year 2019 - 2020 as presented.

RATIONALE:

As you well know, GESD's Transportation Department, parents, students and staff are experiencing delays because of the bus driver shortage. Based on our transportation staffing on any given day we are adjusting our bus routes in order to minimize delays. This is not an optimal situation for anyone.

We are advertising across the Valley for drivers. For example, in addition to want ads, we are advertising on billboards, on our marquees and social media in an attempt to attract drivers to GESD. However, we are losing drivers to other districts and/or entities who pay a higher hourly rate. It is becoming difficult to compete with other district and/or entities. We contracted with Educational Management Solutions (EMS) to conduct an analysis on what other districts and/or entities are paying their drivers. EMS found our hourly rate was 11.9% to 51.6% below market when cared to the following districts:

1. Alhambra Elementary
2. Chandler Unified School District
3. Deer Valley Unified School District
4. Dysart Unified School District
5. Glendale Union School District
6. Mesa Unified School District
7. Paradise Valley Unified School District
8. Peoria Unified School District
9. Scottsdale Unified School District
10. Washington Elementary School District

EMS Benchmark provide five private entities' hourly rate for comparison purposes:

1. Amazon
2. Arrow Stage Lines
3. Fedex
4. PayScale
5. UPS

It is recommend we align the hire placement schedule with EMS's recommendation in order to be competitive and increase current bus drivers and bus trainer by 11% to alleviate compression. The cost to implement the recommendation(s) is approximately \$45,961.94 for the remainder of the school year.



2019-20 School Bus Driver Salary Schedule New Hire Placement

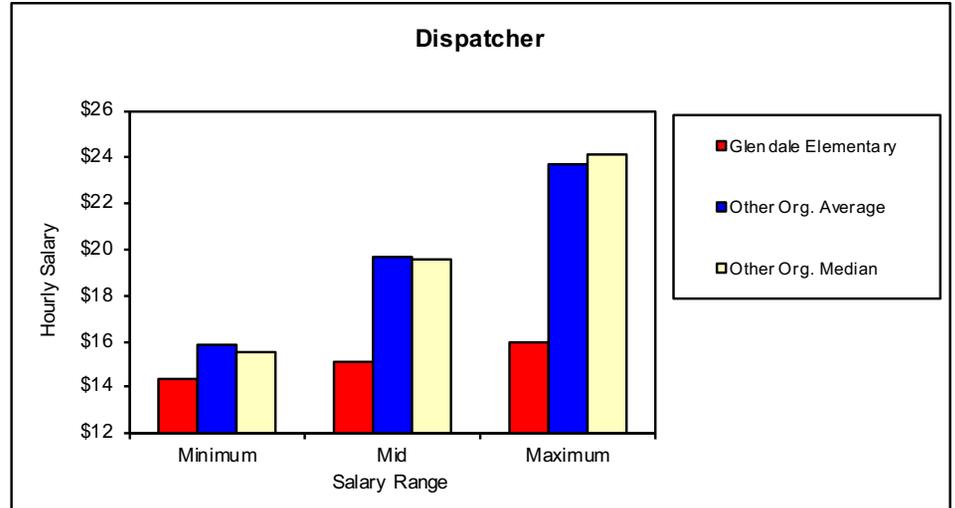
	Minimum	Maximum
School Bus Driver	\$15.19	\$21.97
School Bus Driver Trainer	\$16.04	\$23.54

Pending Board Approval: *January 9, 2020*

Comparison Charts - All Sources

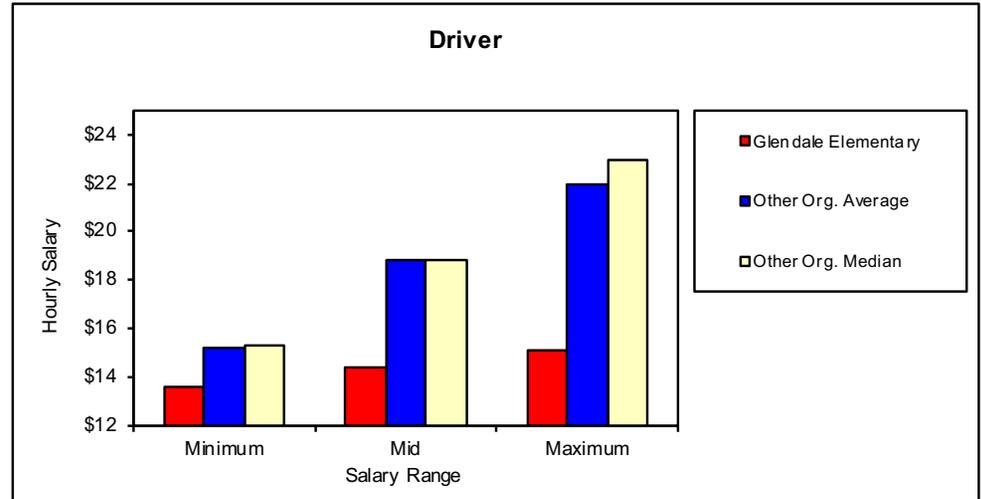
Dispatcher

	<i>Minimum</i>	<i>Mid</i>	<i>Maximum</i>
Glendale Elementary	14.34	15.13	15.92
Other Org. Average	15.81	19.71	23.67
Other Org. Median	15.58	19.58	24.08



Driver

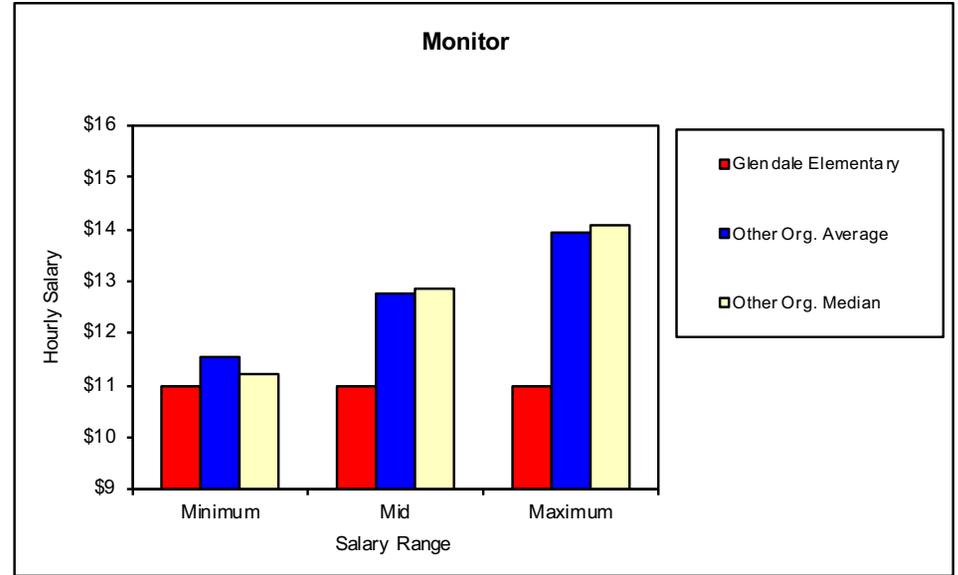
	<i>Minimum</i>	<i>Mid</i>	<i>Maximum</i>
Glendale Elementary	13.65	14.40	15.15
Other Org. Average	15.19	18.80	21.97
Other Org. Median	15.27	18.83	22.97



Comparison Charts - All Sources

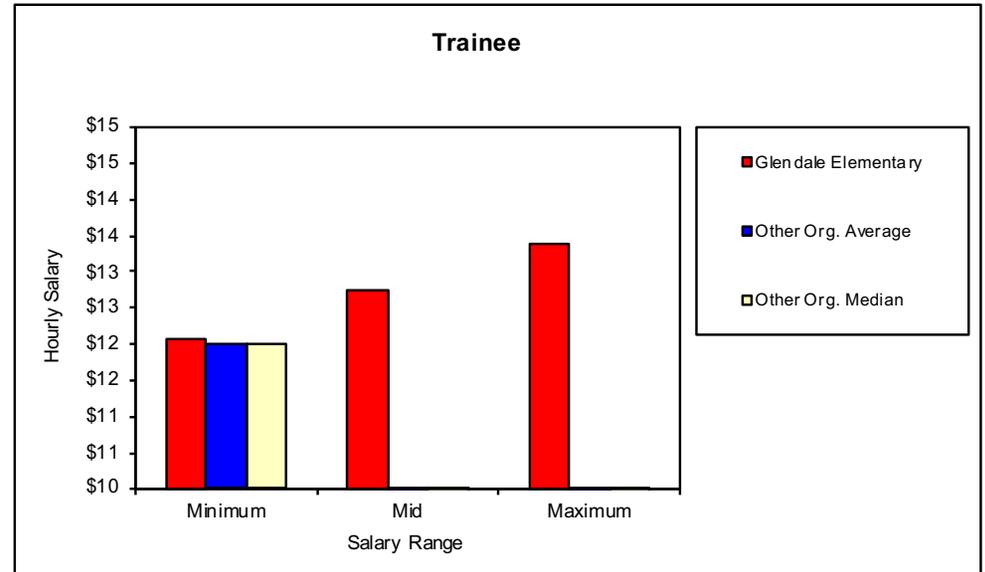
Monitor

	<i>Minimum</i>	<i>Mid</i>	<i>Maximum</i>
Glendale Elementary	11.00	11.00	11.00
Other Org. Average	11.52	12.77	13.95
Other Org. Median	11.20	12.85	14.10



Trainee

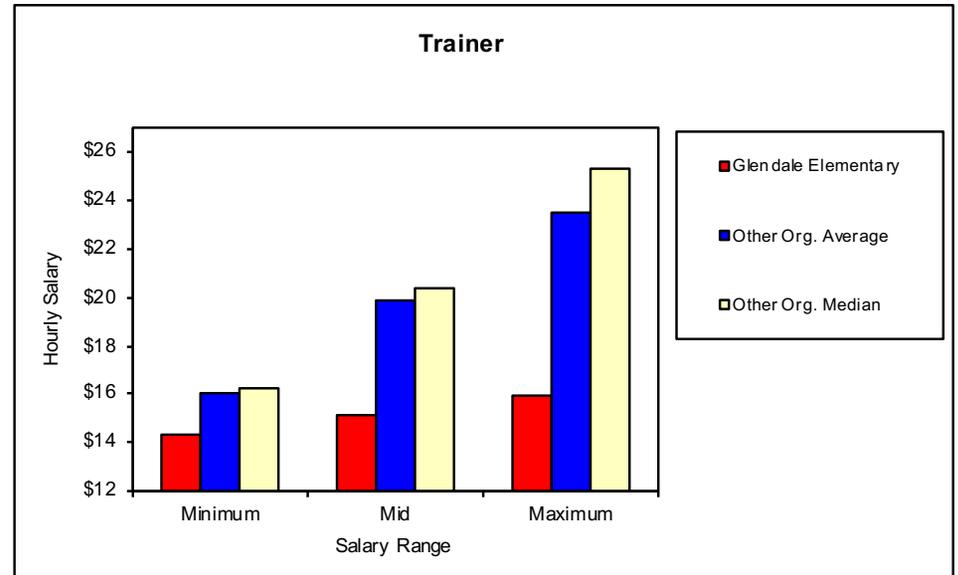
	<i>Minimum</i>	<i>Mid</i>	<i>Maximum</i>
Glendale Elementary	12.07	12.73	13.39
Other Org. Average	12.00	0.00	0.00
Other Org. Median	12.00	0.00	0.00



Comparison Charts - All Sources

Trainer

	<i>Minimum</i>	<i>Mid</i>	<i>Maximum</i>
Glendale Elementary	14.34	15.13	15.92
Other Org. Average	16.04	19.90	23.54
Other Org. Median	16.21	20.40	25.30



Market Detail All Sources

Sources	Market Source Job Title	Eff. Date	Minimum	Mid	Maximum	%Width	Schedule Type	# of Steps	District's Relationship to Market					
									At Minimum		At Mid-Point		At Maximum	
									Amount	Percentage	Amount	Percentage	Amount	Percentage
Dispatcher														
<i>EMS Benchmark: Dispatcher</i>														
Glendale Elementary	Dispatcher	7/1/19	14.34	15.13	15.92	11%	Range		0.00	0.0%	0.00	0.0%	0.00	0.0%
Chandler USD	Transportation Dispatcher	7/1/19	15.08	19.58	24.08	60%	Range		-0.74	-5.2%	-4.45	-29.4%	-8.16	-51.3%
Deer Valley USD	Dispatcher	7/1/19	15.19				Range		-0.85	-5.9%				
Dysart USD	Dispatcher	7/1/19	16.82				Range		-2.48	-17.3%				
Glendale USD	Transportation Secretary	7/1/19	15.59	18.57	21.54	38%	Steps	10	-1.25	-8.7%	-3.44	-22.7%	-5.62	-35.3%
Mesa USD	Dispatcher	1/7/19	15.57				Range		-1.23	-8.6%				
Scottsdale USD	Coordinator & Dispatch	7/1/19	16.58	20.98	25.38	53%	Range		-2.24	-15.6%	-5.85	-38.7%	-9.46	-59.4%
Other Org. Average	# of Sources		15.81	19.71	23.67	50%			-1.47	-10.2%	-4.58	-30.3%	-7.75	-48.7%
Other Org. Median	6		15.58	19.58	24.08	55%			-1.24	-8.6%	-4.45	-29.4%	-8.16	-51.3%
Driver														
<i>EMS Benchmark: School Bus Driver</i>														
Glendale Elementary	Driver	7/1/19	13.65	14.40	15.15	11%	Range		0.00	0.0%	0.00	0.0%	0.00	0.0%
Alhambra Elementary	Driver	7/1/19	17.49	20.54	23.59	35%	Range		-3.84	-28.1%	-6.14	-42.6%	-8.44	-55.7%
Chandler USD	Bus Driver	7/1/19	14.68	18.83	22.97	56%	Range		-1.03	-7.5%	-4.43	-30.7%	-7.82	-51.6%
Deer Valley USD	Bus Driver	7/1/19	15.19				Range		-1.54	-11.3%				
Dysart USD	Bus Driver	7/1/19	15.60				Range		-1.95	-14.3%				
Glendale USD	School Bus Driver	7/1/19	14.44	17.44	20.43	41%	Range	10	-0.79	-5.8%	-3.04	-21.1%	-5.28	-34.9%
Mesa USD	Bus Driver	1/7/19	13.34				Range		0.31	2.3%				
Paradise Valley USD	Bus Driver	7/1/19	16.20	17.79	19.37	20%	Steps	19	-2.55	-18.7%	-3.39	-23.5%	-4.22	-27.9%
Peoria USD	Bus Driver	7/1/19	13.61				Fixed		0.04	0.3%				
Scottsdale USD	Driver	7/1/19	15.35	19.43	23.51	53%	Range		-1.70	-12.5%	-5.03	-34.9%	-8.36	-55.2%
Washington Elementary USD	Bus Driver	7/1/19	16.00				Range		-2.35	-17.2%				
Other Org. Average	# of Sources		15.19	18.80	21.97	45%			-1.54	-11.3%	-4.40	-30.6%	-6.82	-45.0%
Other Org. Median	10		15.27	18.83	22.97	50%			-1.62	-11.9%	-4.43	-30.7%	-7.82	-51.6%
Monitor														
<i>EMS Benchmark: School Bus Monitor</i>														
Glendale Elementary	Monitor	7/1/19	11.00	11.00	11.00	0%	Range		0.00	0.0%	0.00	0.0%	0.00	0.0%
Chandler USD	Bus Attendant	7/1/19	12.14	13.98	15.82	30%	Range		-1.14	-10.4%	-2.98	-27.1%	-4.82	-43.8%
Deer Valley USD	School Bus Assistant	7/1/19	12.17				Range		-1.17	-10.6%				
Dysart USD	Bus Aid	7/1/19	11.16				Range		-0.16	-1.5%				
Mesa USD	Bus Aid	1/7/19	11.00				Range		0.00	0.0%				
Paradise Valley USD	Transportation Bus Aide	7/1/19	11.20	12.84	14.48	29%	Steps	19	-0.20	-1.8%	-1.84	-16.7%	-3.48	-31.6%
Peoria USD	Bus Attendent	7/1/19	11.00	11.39	11.77	7%	Fixed		0.00	0.0%	-0.39	-3.5%	-0.77	-7.0%
Scottsdale USD	Bus Aid	7/1/19	12.00	12.86	13.71	14%	Range		-1.00	-9.1%	-1.86	-16.9%	-2.71	-24.6%
Other Org. Average	# of Sources		11.52	12.77	13.95	21%			-0.52	-4.8%	-1.77	-16.0%	-2.95	-26.8%
Other Org. Median	7		11.20	12.85	14.10	26%			-0.20	-1.8%	-1.85	-16.8%	-3.10	-28.1%

Market Detail All Sources

Sources	Market Source Job Title	Eff. Date	Minimum	Mid	Maximum	%Width	Schedule Type	# of Steps	District's Relationship to Market					
									At Minimum		At Mid-Point		At Maximum	
									Amount	Percentage	Amount	Percentage	Amount	Percentage
Trainee														
<i>EMS Benchmark: School Bus Driver Trainee</i>														
Glendale Elementary	Trainee	7/1/19	12.07	12.73	13.39	11%	Range		0.00	0.0%	0.00	0.0%	0.00	0.0%
Dysart USD	Trainee	7/1/19	11.00				Range		1.07	8.9%				
Mesa USD	Trainee	1/7/19	13.00				Range		-0.93	-7.7%				
Other Org. Average		# of Sources	12.00						0.07	0.6%				
Other Org. Median		2	12.00						0.07	0.6%	12.73	100.0%	13.39	100.0%
Trainer														
<i>EMS Benchmark: School Bus Driver Trainer</i>														
Glendale Elementary	Trainer	7/1/19	14.34	15.13	15.92	11%	Range		0.00	0.0%	0.00	0.0%	0.00	0.0%
Chandler USD	Transportation Training Coordinat	7/1/19	15.50	20.40	25.30	63%	Range		-1.16	-8.1%	-5.27	-34.8%	-9.38	-58.9%
Deer Valley USD	Trainer	7/1/19	15.84				Range		-1.50	-10.5%				
Dysart USD	Driver Trainer	7/1/19	17.64				Range		-3.30	-23.0%				
Mesa USD	Trainer	1/7/19	14.01				Range		0.33	2.3%				
Paradise Valley USD	Bus Driver Trainer	7/1/19	16.67	18.31	19.94	20%	Steps	19	-2.33	-16.2%	-3.18	-21.0%	-4.02	-25.3%
Scottsdale USD	Coordinator & Dispatch	7/1/19	16.58	20.98	25.38	53%	Range		-2.24	-15.6%	-5.85	-38.7%	-9.46	-59.4%
Other Org. Average		# of Sources	16.04	19.90	23.54	47%			-1.70	-11.9%	-4.77	-31.5%	-7.62	-47.9%
Other Org. Median		6	16.21	20.40	25.30	56%			-1.87	-13.0%	-5.27	-34.8%	-9.38	-58.9%

Market Detail Preview

School Bus Driver

Source	Source Job Title	Item Status	Min	Mid	Max	Width
Glendale Elementary	Driver	Match	\$13.65	14.4	\$15.15	10.99%
Amazon	Van Driver	Match	\$18.00	21.5	\$25.00	38.89%
Arrow Stage Lines	Motorcoach/BusDriver	Match	\$16.83	19.23	\$21.63	28.52%
Fedex	Delivery Driver	Match	\$17.44	20.5	\$23.56	35.09%
PayScale	Bus Driver	Match	\$16.88	19.785	\$22.69	34.42%
UPS	Package Delivery Driver	Match	\$15.75	21.375	\$27.00	71.43%
		Sources: 5	16.43	19.47	22.51	37.02%

GLENDALE ELEMENTARY SCHOOL DISTRICT

DISCUSSION AGENDA ITEM

AGENDA NO: 9.A. TOPIC: Arizona School Boards Association Annual Conference

SUBMITTED BY: Ms. Sara Smith, Board President

RECOMMENDED BY: Ms. Sara Smith, Board President

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

The Governing Board and Administration will share learning gained from attending the ASBA Annual Conference in December.

RATIONALE:

GLENDALE ELEMENTARY SCHOOL DISTRICT

INFORMATIONAL AGENDA ITEM

AGENDA NO: 10.A. TOPIC: Future Meetings

SUBMITTED BY: Ms. Cindy Segotta-Jones, Superintendent

RECOMMENDED BY: Ms. Cindy Segotta-Jones, Superintendent

DATE ASSIGNED FOR CONSIDERATION: January 9, 2020

Board Meetings dates for the 2019-2020 school year are listed below with the agenda topics anticipated for each meeting. Routine items, i.e., vouchers, personnel reports, travel, etc., are not included in the list.

January 23	Employment Contracts and Agreements
February 6	Strategic Plan Presentation Board Goals Discussion Certified Contract Renewals NSBA Conference Sessions
February 20	Special Meeting
March 5	Meet and Confer/Salary Recommendations Extra Duty Pay Schedule Administrative Contract Renewals
March 26	Special Meeting
April 9	Board Meeting Schedule Classified Employment Renewals Medical, Dental, Vision, Life, Mid-Term and Short-Term Disability Insurance Pay for Performance Plan ASBA Political Agenda Submissions NSBA Debrief
April 23	Special Meeting
May 14	Authorized Signatories Budget Revision Call for Election Renewal of Sole Source, Cooperative, and Purchasing Contracts Facsimile Signatures Salary Tables, Fringe Benefits and Extra Duty Stipends
May 28	Special Meeting
June 11	Strategic Plan Update/Discussion Employee Garnishments Student Activity Treasurer Execution of Vouchers Workers Compensation, Property, Casualty and Liability Insurance Claims Service Agreement Authorization to Settle Claims Evaluation Handbooks
June 25	Superintendent's 2020-2021 Performance Pay Criteria Superintendent Evaluation Instrument Principal and Teacher Evaluation Ratings Proposed Expenditure Budget State Assessment Data Extracurricular Fee Schedule SFB Capital Plan Facility Use Fee Schedule and Agreement

Agenda Item Requests Tracking:

Agenda Item	Date of Board Request	Board Member Making Request	Date Placed on Agenda	Action Taken
Salary Schedule Study Session	5/9/19	Sara Smith		Request withdrawn
Procurement Process Study Session	7/11/19	Jamie Aldama		Request withdrawn
Sick Leave Buy Back Policy Study Session	8/22/19	Mary Ann Wilson		Information provided in Board Update 9.20.19
SmartSchools Detailed Report on Costs/Savings	9/12/19	Jamie Aldama		Information provided in Board Update 9.20.19
Census Resolution	9/12/19	Brenda Bartels	10/14/19	Resolution Adopted
Superintendent's Evaluation Instrument	10/14/19	Sara Smith		Added to June 25 upcoming agenda items list