

**MINUTES OF THE REGULAR MEETING OF THE GOVERNING BOARD
School District No. 40 of Maricopa County, Arizona
District Office Governing Board Room
June 11, 2020**

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

CALL TO ORDER AND ROLL CALL

The meeting was called to order by Ms. Pimentel at 4:00 p.m. She noted the presence of all five Board members, constituting a quorum.

OPENING EXERCISES

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

Ms. Pimentel called for a moment of silence followed by the Pledge of Allegiance.

CALL TO PUBLIC

None at this time.

CONSENT AGENDA

Ms. Wilson moved to approve the consent agenda with the exception of item 6.H., as presented and Ms. Bartels seconded the motion. Upon call to vote, Ms. Wilson, Ms. Bartels, Ms. Pimentel, Mr. Martinez and Ms. Smith voted 'aye', and the motion carried. The following items were approved:

Minutes The Governing Board approved the minutes of the May 14, 2020 Regular Meeting, and May 28, 2020 Special 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/ Est. Value	Recipient
Kroger	Check to School	\$58.73	Burton
Box Tops for Education	Check to School	\$2.30	Coyote Ridge
Salt River Project	Check to School	\$1,000.00	Coyote Ridge
American Express Foundation	Check to School	\$150.00	Desert Garden
American Express Foundation	Check to School	\$150.00	Desert Garden
Kroger	Check to School	\$118.01	Discovery
Box Tops for Education	Check to School	\$8.00	Discovery
Box Tops for Education	Check to School	\$56.10	GSA
Kroger	Check to School	\$28.85	Imes
Dorian Studios	Check to School	\$500.00	Sunset Vista

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. Campa, Tanya	Teacher	\$40,000	08/03/2020
2. Durana, Edgar	Teacher	\$48,250	08/03/2020
3. Hofland, Ashley	Teacher	\$40,000	08/03/2020
4. Mathieu, Cassandra	Teacher	\$40,000	08/03/2020
5. O'Regan, Amber	Teacher	\$40,000	08/03/2020

6. Ramirez, Jennifer	Psychologist	\$55,728	07/27/2020
7. Richardson, Jacki	Counselor	\$42,678.93	07/30/2020
8. Scott, Daniel	Teacher	\$43,000	08/03/2020
9. Simmons, Johnna	Teacher	\$40,000	08/03/2020
10. Willson, Ceaja	SELS	\$42,678.93	08/03/2020

Resignation

1. Newberry, Jennifer	Teacher	Other Employment	05/22/2020
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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. Edmiston, Berta	Ed. Assist-Ortho Impaired	\$12.36	08/06/2020
2. Fore, Amanda	Social Worker	\$48,875	07/13/2020
3. Miller, Timothy	Lead Help Desk Specialist	\$17.50	06/01/2020
4. Souza, Albert	Ed. Assist Special Ed. Resource	\$12.36	08/06/2020

Position Change

1. Dominguez Duarte Angela	from Trainee School Bus Driver to School Bus Driver	\$15.19	05/15/2020
2. Montague, Terry	from Trainee School Bus Driver to School Bus Driver	\$16.39	05/13/2020
3. Montes, Gerardo	from Att. Secretary to Receptionist/HR Assistant	\$13.68	06/04/2020

Resignation

1. Bhakta, Anjali	Extended Day Activity Leader	Personal Reasons	05/21/2020
2. Floerke, Sara	Ed. Assist.	Personal Reasons	05/21/2020
3. Huaracha, Veronica	Family Services Advocate Liaison	Personal Reasons	05/21/2020
4. McCune, Paul	Warehouse Delivery Driver	Personal Reasons	05/21/2020
5. Rosas, Mathew	Ed Assist.	Personal Reasons	05/21/2020
6. Serrano, Raul	Diesel Mechanic	Personal Reasons	05/29/2020

Termination

1. Combs, Bonnie	Bus Monitor		05/21/2020
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Correction to Resignation

1. Aguilar, Monica	School Secretary		05/15/2020
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Student Activity Fund

Balance Statement The Governing Board approved the Student Activity Fund Balance Statement for April, 2020 as presented.

Student Activities

Treasurer and

Assistant Treasurer The Governing Board appointed the District Accounting Budget Supervisor as Student Activities Treasurer, and the Director of Finance and the Assistant Superintendent for Financial and Auxiliary Services as Student Activities Assistant Treasurers for the 2020-2021 fiscal year as presented.

Execution of

Vouchers

The Governing Board approved the annual, routine resolution authorizing the signing of vouchers between Board meetings, with ratification at the next meeting pursuant to A.R.S. §15-321.

Request for

Proposals

The Governing Board approved the award of Request for Proposals 21.03.25 for Afterschool Enrichment to Arizona Kids Think Too, The Be Kind People Project, Beginners Edge Sports Training, Eileen Morgan, Everyday Heroes CPR, In Motion, Mad Science, Gary Alpert-The Fly Guy, Tonto Creek Camp, Young Rembrandts, The Center for Proper Protocol and Etiquette, and Valley of the Sun YMCA, as presented.

Facility Use Fee
Schedule and
Agreement

The Governing Board approved the Facility Use Fee Schedule and Agreement as presented.

Travel

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

The following item was pulled for separate action:

Chief Disbursing
Officer for Employee
Garnishments

Ms. Wilson moved to approve the Resolution appointing the Maricopa County Education Service Agency (MCESA), Superintendent of Schools Office as the statutory agent for all garnishment of wages made upon any employee of this District for the 2020-2021 Fiscal Year. Ms. Bartels seconded the motion. Upon call to vote, the motion carried with votes in favor from Ms. Bartels, Ms. Smith, Ms. Wilson and Ms. Pimentel. Mr. Martinez abstained from voting.

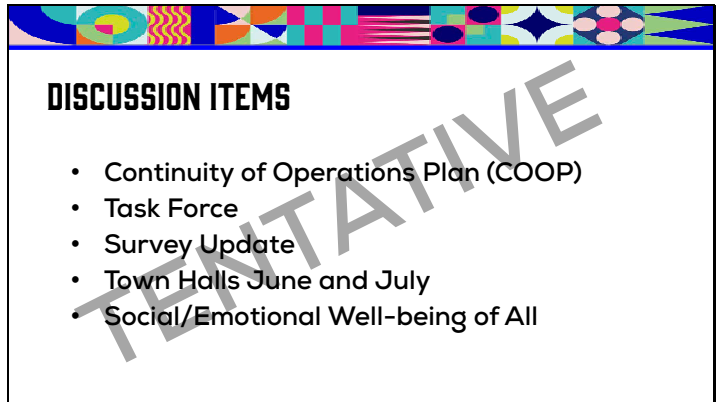
REPORTS AND INFORMATION ITEMS

Update on Roadmap

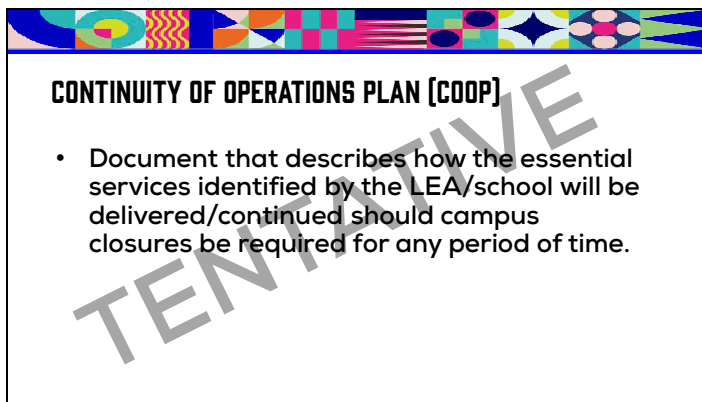
for Reopening Schools: Ms. Segotta-Jones presented an update on the Roadmap for Reopening Schools:



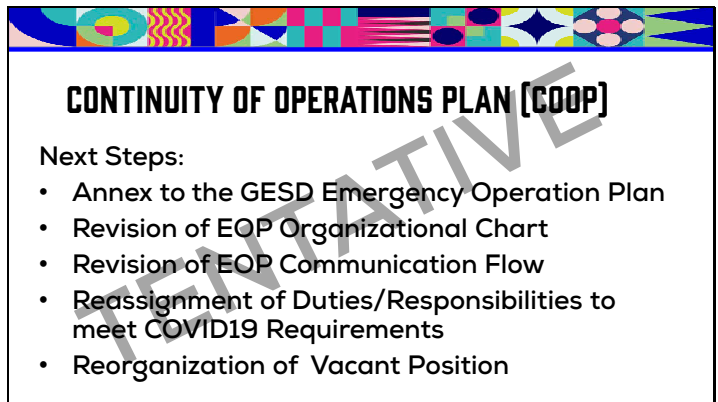
The slide features a decorative border at the top with colorful geometric patterns. On the left is the logo for Glendale Elementary School District (GESD). The text on the slide reads: "GLendale ELEMENTARY SCHOOL DISTRICT" with "JUNE 11, 2020" in the top right corner. The main title is "GESD ROADMAP TO REOPENING AUGUST 2020". A large, semi-transparent "TENTATIVE" watermark is overlaid diagonally across the slide.



The slide features a decorative border at the top with colorful geometric patterns. The title is "DISCUSSION ITEMS". Below the title is a bulleted list: "Continuity of Operations Plan (COOP)", "Task Force", "Survey Update", "Town Halls June and July", and "Social/Emotional Well-being of All". A large, semi-transparent "TENTATIVE" watermark is overlaid diagonally across the slide.



The slide features a decorative border at the top with colorful geometric patterns. The title is "CONTINUITY OF OPERATIONS PLAN [COOP]". Below the title is a bulleted list: "Document that describes how the essential services identified by the LEA/school will be delivered/continued should campus closures be required for any period of time." A large, semi-transparent "TENTATIVE" watermark is overlaid diagonally across the slide.




The slide features a decorative border at the top with colorful geometric patterns. The title is "CONTINUITY OF OPERATIONS PLAN [COOP]". Below the title is the heading "Next Steps:" followed by a bulleted list: "Annex to the GESD Emergency Operation Plan", "Revision of EOP Organizational Chart", "Revision of EOP Communication Flow", "Reassignment of Duties/Responsibilities to meet COVID19 Requirements", and "Reorganization of Vacant Position". A large, semi-transparent "TENTATIVE" watermark is overlaid diagonally across the slide.



TASK FORCE


- District Leadership
- District Safety Committee
- 17 School Site Safety Committees
- 17 School Site Teacher/Student Committees
- Parent Advisory Group
- Student Advisory Group
- Teacher Advisory Group



TASK FORCE WORK


Reporting Document for School Safety Committee

1. Transportation Considerations
Focus: Social Distancing when onboarding at school site
2. Classroom Environment Considerations
Focus: Communal Spaces
3. Food Services
Focus: Breakfast in the classroom. Lunch cannot be served in the same manner as breakfast, it would be served as it is on early release days. How does this impact staff?




TASK FORCE WORK

4. Promoting Behaviors that Reduce Spread
Focus: Immunocompromised/Higher Risk for Severe Illness from COVID19
Focus: Hand Hygiene and Respiratory Etiquette
Focus: Cloth Face Coverings
Focus: Shared Objects
Focus: Adequate Supplies
Focus: Signs and Messages



TASK FORCE WORK


5. Maintaining Healthy Operations
Focus: Gatherings, Visitors, Field Trips
Focus: Cohorting
Focus: Clean and Disinfect: Sanitizing Classroom Throughout the Day (All staff will have spray bottle of disinfectant and cloth)
Focus: Cleaning and Disinfection Reporting Document (You will provide a narrative or bullet point summary of your work for each committee)
Focus: Shared Objects
Focus: Ventilation
Focus: Water Systems
Focus: Fire Drills
Focus: School Entry/Exit Points



TASK FORCE WORK

Reporting Document for Teacher /Student Committee


1. Classroom Instruction Delivery Model
Focus: All Schools in Physical Building
Focus: Some Students in Physical Building and Some Students in Distance Learning
Focus: Related Arts
Focus: Special Education Self-Contained Programs
Focus: Social Emotional Learning in the classroom



TASK FORCE WORK

Reporting Document for Teacher /Student Committee


2. Classroom Environment Considerations
Focus: Modified Layout
Focus: Create Smaller Class Size When Possible
Focus: Staggered Scheduling
Focus: Communal Spaces



TASK FORCE WORK

Reporting Document for Teacher /Student Committee

3. Food Services
Focus: Breakfast in the classroom. Lunch cannot be served in the same manner as breakfast, it would be served as it is on early release days. How does this impact staff?
4. Promoting Behaviors that Reduce Spread
Focus: Immunocompromised/Higher Risk for Severe Illness from COVID19
Focus: Hand Hygiene and Respiratory Etiquette
Focus: Cloth Face Coverings
Focus: Shared Objects



TASK FORCE WORK

Reporting Document for Teacher /Student Committee

5. Maintaining Healthy Operations
Focus: Gatherings, Visitors, Field Trips
Focus: Cohorting
Focus: Sanitizing Classroom Throughout the Day (All staff will have spray bottle of disinfectant and cloth)
Focus: Recess
6. Trauma-Sensitive Practices and Social Emotional Learning
Focus: Training

TASK FORCE WORK

Reporting Document for Teacher /Student Committee

7. Transportation Considerations
Focus: Social Distancing when onboarding at school site
Two need

SURVEYS

STAFF

- Email Notification
- Robo Call

FAMILIES

- Email Notification
- SMS Text Message
- Radio Announcement
- Robo Call

STAFF SURVEY

This is a summary of GESD staff responding to a survey of concerns about the opening of the 2020-2021 school year. The purpose is to get a sense as to the thoughts of the staff as being comfortable with starting the next school year. The subsequent questions for those who responded with "No" provides more insight as to the primary concerns. There were 313 staff members responding as not feeling comfortable with the opening of school in August. The breakdown of that group is reflected in the summaries of questions 2, 3 and 4.

STAFF SURVEY

Q1. Public health and elected officials have deemed it appropriate to return to school. Do you feel comfortable returning to the work site?

Yes	No	Total	Yes	No
468	313	781	60%	40%

STAFF SURVEY

Q2. If you answered "No" above, please identify which of the following areas of concern you have about returning.

	Number of Responses	Percentage of Staff Selecting "No" (% of 313)
Getting exposed to the coronavirus at work	268	86%
Leaving family members at home who need assistance	34	11%
Potentially spreading coronavirus to my coworkers	107	34%
Arranging childcare	39	12%

STAFF SURVEY

Q3. Which of the following would make you feel more comfortable returning to work onsite?

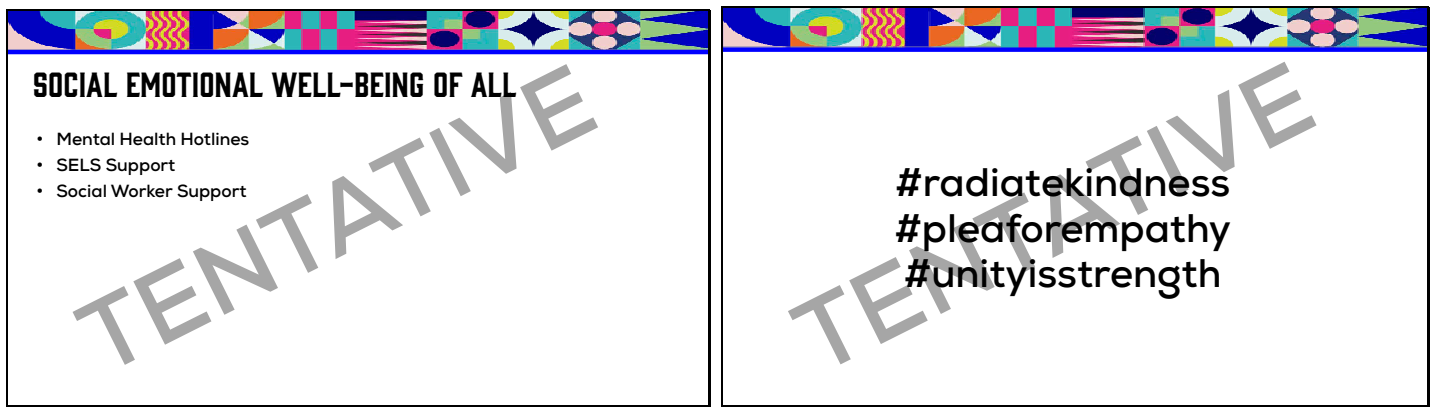
	Number of Responses	Percentage of Staff Selecting "No" (% of 313)
Staggering hours/shifts	170	54%
Wearing masks in the office	178	57%
Nightly deep cleans/sanitation	213	68%
Limiting the number of employees in the building	157	50%
Closing any communal spaces (e.g. gym)	108	35%
Hand sanitizer stations	217	69%
Temperature checks before entering into the building	190	61%
Having secured care/support for children or other family members	64	20%
Installing partitions in between desks	112	36%
Staggering lunchtimes	137	44%
Boxed lunches instead of buffet-style lunches	140	45%
Limiting outside visitors to the office	186	59%
Nothing would make me feel more comfortable returning to work	56	18%
No Selection	38	12%

VIRTUAL TOWN HALLS

- 6:00 p.m. on June 30th and July 27th

SOCIAL EMOTIONAL WELL-BEING OF ALL

- During unprecedented times, humanity is fundamentally tested. As an organization we must be reflective, persevere and contribute to the health and well-being of those around us.
- A person's risk for this virus is not dependent on race, ethnicity or culture. As a community we should respond with knowledge, compassion, and justice while protecting ourselves and one another.



Ms. Segotta-Jones stated administration will provide additional updates at the June 25th meeting and recommended having a study session regarding this topic at this time.

Ms. Wilson asked about the availability of sanitation/cleaning and Personal Protective Equipment (PPE) supplies and whether the State is taking any steps to ensure schools have access to the necessary supplies.

Ms. Bartels asked if the survey includes questions about the grades and types of schools of respondents.

Mr. Barragan added that he is working with the Arizona School Risk Retention Trust to provide training for staff on cleaning and disinfecting practices. Ms. Bartels suggested posting videos of this nature on the District's social media. Ms. Segotta-Jones noted the District's website has links to CDC information for families and staff.

Ms. Smith commented on the bullet point listed in the presentation related to smaller class sizes when possible. She reminded everyone that all plans will have to be made 'when possible.'

Ms. Pimentel asked if there are plans being made for teaching students about hygiene and health precautions.

Ms. Smith asked if the Board would be part of the Town Hall meetings. Ms. Segotta-Jones asked that Board members be here for those to be part of the team addressing the community.

ACTION ITEMS

Evaluation
Handbooks

Ms. Segotta-Jones recommended the Governing Board approve the Performance Evaluation Handbooks for Teachers, Social Emotional Learning Specialists, Achievement Advisors, Psychologists, Occupational Therapists, Physical Therapists, Speech Therapists, Classified Staff, Site Administrators and District Leadership as presented. Ms. Wilson moved to approve the recommendation as stated and Ms. Bartels seconded the motion. Upon call to vote the motion carried with votes in favor from Mr. Martinez, Ms. Bartels, Ms. Smith, Ms. Wilson and Ms. Pimentel.

FUTURE MEETINGS

Future Meetings and
Agenda Item Request

A list of upcoming meetings was reviewed. The next meeting is scheduled for June 25 at 4 p.m. Ms. Segotta-Jones requested to include a study session regarding plans for reopening school at that time. She recommended the superintendent's evaluation instrument and performance pay criteria be moved to the next meeting. The study session will take place after the special meeting.

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 asked to have information provided from school data digs related to setting goals. Ms. Smith

would like the Board to have the opportunity to provide input regarding the district's goals. This will be added to the June 25th study session.

SUMMARY OF BOARD AND SUPERINTENDENT CURRENT EVENTS

Ms. Segotta-Jones announced Amanda Nottingham of William C. Jack School is a semifinalist for the Recording Academy music teacher of the year. She commented on the social justice issues that have been brought to light through protests over recent weeks, and the need for public schools to address areas of social justice and racial inequities that exist within the school system.

Ms. Smith thanked Task Force members for their work to plan for the reopening of schools.

Mr. Martinez expressed gratitude for the diverse community we serve and the strength that comes from our shared experiences.

Ms. Bartels encouraged everyone to listen and learn to come to better understanding.

Ms. Wilson stated her support for continued focus on equity and equality, and the need to celebrate diversity.

Ms. Pimentel thanked everyone for their comments and commitment to examining and tackling inequity together.

ADJOURNMENT

Ms. Bartels moved to adjourn the meeting and Ms. Smith seconded the motion. Upon call to vote, Ms. Wilson, Ms. Bartels, Ms. Pimentel, Mr. Martinez and Ms. Smith voted 'aye', the motion carried and the regular meeting adjourned at 4:50 p.m.

Submitted by:

Elizabeth Powell, Executive Assistant

Approved by:

Mary Ann Wilson, Clerk of the Board

Date: July 9, 2020