

**J.O. COMBS UNIFIED SCHOOL DISTRICT NO. 44
MINUTES OF THE REGULAR BOARD MEETING
WEDNESDAY, APRIL 8, 2015**

A public meeting of the J.O. Combs Unified School District #44 Governing Board convened on Wednesday, April 8, 2015 at 6:00 p.m. in the Multi-Purpose Room at the J.O. Combs Middle School. Members of the Governing Board present were Shelly Hargis, President; Kathy Bourgeois, Clerk; Pat Pinckard, Member; Bob D'Elena, Member; and Dr. Gary Kemp, Member. Administrators, Directors, and Coordinators present were Marcus Berkshire, Tammy Stimatze, Angie Beauchene, Bradley Shepstead, Sue Kruse, Mark Mauro, Brenda Mayberry, Jane Rupard, Jack Wallbrecht, Santa Dunker, and Karla Slovitsky, Dr. Patty Rogers, Assistant Superintendent, Dr. Gayle Blanchard, Superintendent, and MaryLou Martinez, Administrative Assistant.

Call to Order – Governing Board President Ms. Shelly Hargis called the meeting to order at 6:00 p.m.

Approval of Meeting Agenda – Mr. Bob D'Elena made a motion to approve the meeting agenda as presented, seconded by Ms. Pinckard, and the motion carried 5-0.

Welcoming of Guests

Pledge of Allegiance

Superintendent's Report – Dr. Blanchard presented regarding the many activities taking place around the district and community. She shared a few items from the Superintendent's Update:

- Current District Enrollment is 4,693 students
- J.O. Combs District held a job fair at Combs High School on April 6, 2015 with over 250 attendees
- Ranch Elementary 3rd through 6th grade students participated in the Annual Character Counts Essay Contest. Congratulations to Annalie Ojeda who received an Honorable Mention.
- Combs High School FCCLA students competed at the State Leadership competitions. Congratulations to Perla Leon, Quinn Cunningham, Ivette Campos, and Jamashia Patterson who brought home medals.
- Simonton Elementary will be hosting a FREE parent seminar series on April 15, 22, and 29 entitled, "The 7 Habits of Happy Families"

President Hargis thanked Dr. Patty Rogers, Leadership Team, and the Leadership Academy for their efforts in organizing the job fair.

Staff Recognition – Ms. Sue Kruse, Ranch Elementary Principal, recognized the teachers and staff that work to oversee the POPS preschool program. The program has 139 special needs students and 14 peer models.

Volunteer Recognition – Ms. Kruse recognized parent volunteer Ms. Jackie Acosta. She shared that Ms. Acosta can be found working consistently during the school year and added that Ms. Acosta is always willing to take on the task that is asked of her.

Focus on Students – Ms. Kruse introduced the preschool students who gave a singing performance.

Student of the Month – Ms. Susan Johnson, Surgical Services Director, from Banner Ironwood Medical Center (BIMC) was present to assist with the Student of the Month recognition. Ms. Johnson shared that she oversees all the surgery departments. She reported that BIMC has acquired new orthopedic surgery equipment.

The J.O. Combs District continues to partner with BIMC recognizing one student every month from each of the schools where students are recognized for the various pillars of character, which include Responsibility, Trustworthiness, Citizenship, Caring, Respect, and Fairness. Dr. Patty Rogers, Assistant Superintendent read a brief paragraph about each student and presented certificates to all recipients and they then had a photo taken with the representative from Banner Ironwood, the Governing Board, and Superintendent Blanchard.

Citizen's Comments –

The Governing Board invites the viewpoints of citizens throughout the District under guidelines as presented in Policy BEDH. (Policy BEDH—Public Participation at Board Meetings is posted in the Governing Board Room or available at the District Office.) State statutes prohibit the Governing Board from discussing an item that is not on the agenda, but they do listen to compliments / concerns and request that staff follow up on any questions.

Ms. Annie Colegrove addressed the Board to talk about Jupiter Grades and the band program. Ms. Colegrove first spoke on the topic of Jupiter Grades. She stated that she is concerned that Jupiter Grades is not updated very often. She has two children, a son in elementary school and a daughter in high school.

Ms. Colegrove also shared her concern with the high school band program. She shared that her daughter who is a sophomore in high school had participated in band since the fifth grade. However, her daughter chose to drop the class and referred to lack of encouragement to work with band mates. Ms. Colegrove claims that things became negative.

Approval of Consent Agenda Action Items – Ms. Bourgeois made a motion to approve the Consent Agenda as presented, seconded by Mr. D'Elena, and the motion carried 5-0.

- A. Approval of Minutes
 - i. Regular Meeting March 4, 2015
 - ii. Executive Session March 4, 2015
- B. Business and Finance
 - i. Monthly Financial Report March 2015
 - ii. Student Activities Financial Statement March 2015
 - iii. Expense Vouchers
 - # 6041 \$ 303,884.43 # 6044 \$ 279,553.16
 - # 6042 \$ 145,738.85 # 6045 \$ 111,675.40
 - # 6043 \$ 103,975.41
 - iv. Payroll Vouchers
 - # 48 \$ 298.72 # 51 \$ 533,719.00
 - # 49 \$ 532,015.50 # 52 \$ 175,795.33
 - # 50 \$ 270,909.75 # 53 \$ 91.67
 - v. Intergovernmental Agreements
 - a. Amendment to Change Article III - Trustees; Appointment and Removal to the Amended and Restated Intergovernmental Agreement and Declaration of Trust for Schools Medical Insurance Trust and Exhibit A
 - b. Memorandum of Understanding between J.O. Combs Unified School and Chicanos Por La Causa-Early Childhood Development Program, Renewal
 - vi. Bid Request(s)
 - a. Recommendation for Approval to Issue and Release a Request for Proposal for Enrichment Course Providers
 - vii. Bid Approval(s)
 - a. None
 - viii. Purchase(s)
 - a. smartschoolsplus, inc. - Phased Retirement Program
 - ix. Grants, Gifts, and Donations
 - a. None
 - x. Overnight and/or Out-of-State Travel Request
 - a. Combs High School, Arizona All-State Band Qualifying Students, University of Arizona, Tucson, AZ, April 15-18, 2015
 - xi. Estimate Excess Capacity for Open Enrollment Acceptance for 2015-2016
 - a. Available for review at District Office
 - xii. J.O. Combs Unified School District Supplementary Fee Schedule for Tax Credit Eligibility

C. Personnel

(A.R.S. §38-431.03 (A)(1) the Governing Board may go into Executive Session for the purpose of discussing personnel matters.)

- i. Job Descriptions
 - a. Coordinator of Career and Technical Education (Grant Funded)
 - b. Academic Coach - Secondary
- ii. Administrative Staff: Resignation, Termination, Transfer, Leave of Absence, Employment
- iii. Certificated Staff: Resignation, Termination, Transfer, Leave of Absence, Employment
- iv. Support Staff: Resignation, Termination, Transfer, Leave of Absence, Employment
- v. Substitute Staff Employment: Resignation, Termination, Transfer, Leave of Absence, Employment

Galileo Student Achievement Update – Dr. Patty Rogers discussed the Galileo end of third quarter math and reading data. Dr. Rogers clarified that the data reflects the change in percentage points from the pretest to third quarter. She noted that the data reflects growth in the reading pretest to third quarter. Dr. Rogers explained that 2013-2014 AIMS percentages are listed for reference and is not a comparison.

Dr. Rogers provided a brief overview of the AzMERIT testing schedule. Dr. Rogers also addressed various questions from the Governing Board as it relates to AIMS, AzMERIT, Galileo testing data, and standards. Dr. Rogers noted that the District's goal is 80% for each quarter. Principal Mauro and Principal Mayberry answered a question regarding the middle school and high school benchmark data. They explained that each school site is working on how to pick the questions and looking at the actual teaching of the standard, by teacher and by class. Through their professional learning community (PLC) they are re-teaching those standards.

Dr. Rogers clarified that the data reflects math percentage points change versus percentage change. She said that she is pleased with math scores at elementary schools. Dr. Rogers believes this is due to the Academic Coaches being in elementary classrooms and modeling, which has been positive. Dr. Rogers thanked Ms. Dunker and Mr. Berkshire for their help in compiling the data.

Employee Medical Insurance Plan for 2015-2016 – Ms. Karla Slovitsky mentioned a 24% rate increase in health insurance plans if the District remained self-funded. She explained that in March 2015, the consortium voted, as a group, to go back to being fully funded and accept the proposal with Arizona School Boards Association Insurance Trust (ASBAIT). The Value Silver plan will be offered to 30 hours or more of service district employees and will provide individuals with an option to buy up to the Classic Gold plan. Ms. Slovitsky noted that Delta Vision rates did increase by 7.5 %.

Mr. D'Elena made a motion to approve the Employee Medical Insurance Plan and Rates for 2015-2016 as presented, seconded by Dr. Kemp, and the motion carried 5-0.

Recommendation From Review of Job Descriptions and Initial Salary Placements – Dr. Rogers discussed the process used to conduct the District salary review noting that all job descriptions were reviewed. The salary review was in response to a request of the Governing Board in June 2013. She provided a PowerPoint presentation to talk about the findings, priorities, and recommendations.

Dr. Rogers explained which surrounding districts and peer districts were used for the comparison. She found that a majority of J.O. Combs District starting salaries are competitive. District looked at discrepancies of \$.60 or more and identified positions with high turnover and critical needs such as Paraprofessional (Self-contained).

Dr. Rogers also shared that District is looking at a few other job descriptions however additional review is necessary.

The recommendation is to adjust salary positions for priority group #1 - Special Education Paraprofessional (Self-contained):

- Academic, Essential, and Functional Life Skills
- ED-P (Emotional Disabled)
- Preschool
- Structured (Autistic)

President Hargis inquired about one of the job descriptions identified in priority group #2. Dr. Rogers clarified which job descriptions fall into priority group #2 and the number of staff in each. Dr. Rogers confirmed that District will return to the Governing Board in July with additional information on priority group #2.

Dr. Kemp remarked about the school board association and that a lot of bad legislative was stopped this year. He encourages people to look at what government is trying to do to education in Arizona. Dr. Kemp suggested people look at what Idaho has done recently in regards to teacher salaries. He said that we have to be actively involved in Arizona and to change the landscape regarding school funding. Arizona needs to change the way we do business and communicate with the legislature.

Dr. Kemp made a motion to approve the Recommendation From Review of Job Descriptions and Initial Salary Placements as presented, seconded by Ms. Bourgeois, and the motion carried 5-0.

2015-2016 Initial Salary Placement and Classroom Site Fund Dollars – Ms. Slovitsky explained that the salary placement format has changed in accordance with the previous agenda item. District made the salary schedule a true stepless salary schedule. Ms. Slovitsky added that there is no financial impact to the budget except in the area of Paraprofessional Support Staff rates, change Range E to F. She discussed the Classroom Site Prop 301 dollar amount for the coming year, which is \$327 per student, almost an 11% increase.

1. Certified Initial Salary Placement
2. Certified Non-Teaching Initial Salary Placement
3. Exempt Support Staff Initial Salary Placement
4. Support Staff Initial Salary Placement
5. Technology Initial Salary Placement
6. Coordinator Initial Salary Placement
7. Administrative Initial Salary Placement
8. Extra Duty Stipends

President Hargis commented that she likes the new placement salary worksheet saying it is user friendly. She acknowledged that staff did a good job with it.

Mr. D'Elena made a motion to approve the 2015-2016 Initial Salary Placement and Classroom Site Fund Dollars as presented, seconded by Dr. Kemp, and the motion carried 5-0.

Salary Increase for All Employee Groups for 2015-2016 – Dr. Blanchard presented that District is requesting a 2% salary increase for all employees for 2015-2016 based on the state approved budget, which included a 1.59% increase for inflation and partial payment for inflation lawsuit. This is a salary adjustment across the board for all employees.

Dr. Blanchard provided an overview of what the District had done in previous years, such as a loyalty stipend and tiered raises.

President Hargis remarked that when issues are brought before the board, District staff will always bring options and she appreciates the options that are brought forward. She agreed that the earlier tiered raises were good.

Ms. Bourgeois shared her thoughts as she reflected on her past experiences with the educational system. She commented that her children have had multiple teachers over the course of their K-12 education (about 117) and the limited negative experience she encountered in their family. Ms. Bourgeois shared, “for those who have chosen to be in education she commends them for their sacrifice and their diligence.” She took the opportunity to personally say thank you.

Ms. Pinckard made a motion to approve the Salary Increase for All Employee Groups for 2015-2016 as presented, seconded by Ms. Bourgeois, and the motion carried 5-0.

Adjournment – President Hargis made a motion to adjourn at 7:15 p.m., seconded by Mr. D’Elena and the motion carried 5-0.

One or more Governing Board members will / may participate by telephonic or video communications. The Governing Board reserves the right to change the order of items on the agenda, unless a specific time is listed on the agenda.

The Governing Board reserves the right to move into executive session for legal advice with its attorneys, in person or by telephone, for any item listed on the agenda, pursuant to A.R.S. §38-431.03(A)(3).

J.O. Combs Unified School District #44 endeavors to make all public meetings accessible to persons with disabilities. Please call (480) 987-5300 at least 48 hours in advance of the meeting to request an accommodation to attend or participate in the public meeting.

Governing Board Members

Shelly Hargis, President

Kathy Bourgeois, Clerk

Patricia J. Pinckard, Member

Gary F. Kemp, Ed.D., Member

Bob D’Elena, Member

Respectfully Submitted by:
MaryLou Martinez
Administrative Assistant
Superintendent / Governing Board
April 8, 2015