TOLLESON UNION HIGH SCHOOL DISTRICT NO. 214

GOVERNING BOARD MINUTES - REVISED
REGULAR MEETING AND EXECUTIVE SESSION
TUESDAY, JANUARY 27, 2015

DISTRICT ADMINISTRATIVE CENTER
9801 W. VAN BUREN STREET
TOLLESON, ARIZONA

The Tolleson Union High School District No. 214 Governing Board Meeting was called to order at 6:00 p.m. by Governing Board President Mr. Steven Chapman with the following members present: Mr. Devin Del Palacio, Ms. Corina Madruga, Mr. Vincent Moreno, and Mr. Freddie Villalon.

Pledge of Allegiance
Mr. Chapman led in reciting the Pledge of Allegiance.

Approval of the Regular Agenda
Mr. Del Palacio moved to approve the Regular Agenda; seconded by Mr. Moreno. In a roll call vote, the motion carried 5-0.

Celebrations

A. Athletes of the Month

The Athlete of the Month Program recognizes student athletes who exhibit exemplary sportsmanship, performance, leadership, and work ethic, both in the classroom and in a competitive environment. The following December Athletes of the Month were recognized:

Copper Canyon High School
Brittany Lopez (Basketball) and Juan Hernandez (Soccer)

La Joya Community High School
Talassa Seitz (Basketball) and Alexander Encinas (Wrestling)

Sierra Linda High School
Janae Gonzales (Basketball) and Oscar Lueraharris (Wrestling)

Tolleson Union High School
Yaharim Satterwhite (Soccer) and Anthony Torres (Wrestling)

Westview High School
Olivia Hernandez (Soccer) and Kendall Barnes (Basketball)

Public Participation
In accordance with Governing Board Policy BEDH, the Governing Board President recognizes citizens who wish to address the Governing Board members. There were no requests.

Reports and Updates

Superintendent – Dr. Cunningham

- Dr. Cunningham thanked the Governing Board members for being actively involved in campus events.
- Congratulations to Sierra Linda High School freshman Janae Gonzales for breaking the State girls' basketball three-point record by sinking 14 of 17 three-point shots in a recent game.
- Copper Canyon High School recently took a group of students to Northern Arizona University for a campus visit and are now organizing a trip to Arizona State University.
- The Tolleson Union High School Wolverine Academy continues to excel. Students are regularly coming in for tutoring after school. Guidance Department staff has been very involved in meeting with students to encourage them to attend.
- University High School senior Daisy Murillo was selected as a runner up for the 2015 National Center for Women in Information Technology award. Daisy is interested in technology and has a goal of working in this industry. She is one of 350 students selected out of 2,500 who applied from across the country.
- La Joya Community High School is working with Phoenix International Raceway to host a NASCAR event during February. A NASCAR driver will visit LJCHS and participate in an assembly. The driver will also visit classrooms and speak with students about NASCAR and careers in that industry. Part of the visit will involve a NASCAR race car being on campus during both lunch periods.
- Congratulations to Westview High School for successfully completing and submitting their A+ application. This was a semester commitment that involved a large number of staff, students, and community members.
- Once again, the District will partner with Teach For America this summer for our summer programs. Plans are being finalized for summer school to run June 15-July 9 at Copper Canyon High School.
- The Arizona Interscholastic Association is currently realigning divisions and sections for the upcoming school year. Rather than the standard two year placement, the realignment will be for three years and will provide an opportunity for District teams to play each other and teams in neighboring districts.

Governing Board

- Mr. Moreno had an opportunity to hear Arizona State University President Michael Crow speak on why college is worth the cost and how it is an investment in an individual's future. Mr. Moreno also recapped his visits to the Alternative Education schools (James A. Green Continuing Education Academy and Lighthouse Academy) and the Transportation Department.
- Mr. Villalon thanked all staff for their dedication and hard work, stating that they are the reason students are so successful.
- Mr. Del Palacio related his experience as a judge for the FBLA Regional Conference and read a list of awards Tolleson Union High School student competitors received.
- Ms. Madruga also spoke of her experience as a judge for the FBLA Regional Conference, stating how impressed she was with the students' enthusiasm and talent. Ms. Madruga also mentioned the recent news article which stated that University High School has graduated 99% of students on time.
- Mr. Chapman stated he had attended the meeting with Dr. Cunningham and the Phoenix International Raceway individuals regarding the NASCAR opportunity for La Joya Community High School, expressing that such an experience is a great opportunity to connect with the CTE program.

Approval of the Consent Agenda

Mr. Moreno moved to approve the Consent Agenda; seconded by Mr. Villalon. In a roll call vote, the motion carried 5-0.

Discussion/Action of Items(s) Previously Removed from the Consent Agenda

No items were removed.

CONSENT AGENDA * ITEMS

Human Resources *

A. Personnel Items

PROFESSIONAL SERVICES STAFF

Retirement; Return Under Phased Retirement Program

Eubanks, Karyn Morse	DO	Executive Assistant to the Superintendent and Governing Board

CERTIFIED STAFF

Employment of Personnel

Harris, Alison	CCHS	English
Gibson, Edward	DO	Guest Teacher
Goodloe, Joshua	DO	Guest Teacher
Hernandez, Jazmin	DO	Guest Teacher
Lobo Romano, Jorge	DO	Guest Teacher
Simpkins, Andrea	DO	Guest Teacher
Gorosics, Christopher	WHS	Sports Medicine (.2 FTE)

Position/Location Changes

Morris, Brett	SLHS	From English (CCHS) to Teacher on Special Assignment
Lee, Tonya	WHS	From Culinary Arts (WHS) to Teacher on Special Assignment

Extra Duty Assignments

Hahs, Melody	CCHS	Curriculum Development
Ingersoll, Faith	CCHS	Curriculum Development
Johnson, Curtis	CCHS	Game Worker
Matthews, Kelly	CCHS	CTE Surveyor – Graduate Placement Survey
Eadelman, Faith	WHS	District Head Nurse

Medical Leave of Absence Requests

Malave, Joy (Intermittent)	CCHS	Reading
Alvarez, Sandra	CEA	Social Worker
Richman, Debbie	LJCHS	School Nurse
Summers, George	LJCHS	Math
Geiger, Benjamin	WHS	Social Studies
Guerra, Sienna	WHS	Science
Squelch, Casaundra	WHS	Science

Return from Medical Leaves of Absence

Kepple, Michael	SLHS	English
Bealer, Eric	TUHS	CTE

CLASSIFIED STAFF

Employment of Personnel

Ceja, Jovita	CCHS	Cafeteria Cashier
Renteria, Victoria	CCHS	Instructional Assistant I, SPED
Murrell, Sabrina	DO	Substitute Bus Driver
Salvador, Clinton	DO	Technology Specialist III
Lee, Marwin	LA	Behavior Specialist
Oden, Mary	LJCHS	Cafeteria Cashier

Employment of Personnel through Phased Retirement Program

Cordova, Yolanda	TUHS	Instructional Assistant II, SPED

Coach

Bledsoe, Deana	CCHS	Assistant, Girls Basketball

Position Changes

Croxton, Jeffrey	DO	From Substitute Bus Driver to Bus Driver
Duran, Stephanie	DO	From Substitute Bus Driver to Bus Driver
Keene, Brianna	DO	From Bus Monitor to Substitute Bus Monitor
Servellon, Hector	DO	From Substitute Bus Driver to Bus Driver
Jimenez, Ana	TUHS	From Cafeteria Cashier to Cook

Medical Leave of Absence Requests

Madrigal, Laura	CCHS	Cafeteria Cashier
Bobo, Merle	DO	Bus Driver

Return from Medical Leaves of Absence

Kreuzer, Richard	DO	Bus Driver
Segura, Kathleen	WHS	Instructional Assistant I, Math

Resignations

Gutierrez, Josiah	CCHS	Behavior Specialist
Wasson, Bryan	CEA	Behavior Specialist
Rivas, Jesse	SLHS	Groundskeeper
Medrano, Danielle	TUHS	Behavior Specialist

Termination

Paschall, Leonard	SLHS	Security Guard

Job Abandonment

Meraz, Karla	CCHS	Cafeteria Cashier

VOLUNTEERS

Volunteer Chaperones

Villa, Benjamin	WHS	Choir
Villa, Nicole	WHS	Choir

Financial Services *

A. Vouchers

Prior to ratification at the Governing Board meeting, Governing Board members reviewed vouchers. Vouchers represent orders for payment of material, equipment, salaries, and services.

- Payroll Vouchers – $ 3,788,384.91
- Expense Vouchers – $ 1,367,184.13

B. Donations

The following donations were received:

- CollegeBoard – $500.00 – Advanced Placement rebate check for Advanced Placement tests at University High School.
- Mr. and Mrs. J.L. Kindell – $800.00 – Funds for Tolleson Union High School JAG Club miscellaneous expenses.
- Arizona Storage Rental - $500.00 – Funds for miscellaneous expenses of the Alternative Education Program (CEA/Lighthouse Academy).
- City of Goodyear - $1,000.00 – Pool covers and storage rack for the Tolleson Union High School swim program.
- Pepsico/Quaker, Inc. - $1,944.00 – Fifty-four (54) cases of 20-ounce bottles of Gatorade for the La Joya Community High School boys' basketball program.

Purchasing *

A. Disposal #884, Folding Machine

The disposal of a folding machine will ensure that the District continues to maintain furniture and equipment that is safe to use and in good operating condition.

B. Contract Extension and Renewals: IFB 13-013-17, Automotive and Bus Supplies and Parts; RFP 14-010-18, Track and Field Timing Services; RFP 14-003-18, Reclassification Study

Since performance under the contracts has been satisfactory, the multi-year contracts will extend for an additional one-year period or portion thereof.

Superintendent's Office *

A. Travel Requests

The following travel requests were approved:

District Office

- John Speer, Assistant Superintendent; Vickie Landis, Director of Curriculum and Instruction; Nicole Baumgart, English and Social Studies Instructional Leadership Coordinator; and Assistant Principals Casey Frank (TUHS) and Richard Stinnett (CCHS) will attend the Annual ASCD (Association for Supervision and Curriculum Development) Conference and Exhibit Show on March 19-23, 2015 in Houston, TX.

Copper Canyon High School

- Copper Canyon High School Coaches Jason Mitchell, Andrew Lopez, and Tricia Garritano; Teachers Kristen Adrian, Charles Allman, Erin Conners, Emily Hellhake, and Vincent Herrera; Guidance Advisors Sue Hennessey and Seth Stuart; and 72 members of the Stunt and Pom team will compete in the USA National High School Spirit Competition on March 19-22, 2015 in Anaheim, CA.

- Copper Canyon High School Head Coach Jessica Basford; Coaches Stephanie Huckins, Geoff Johnson, and Jessica Sees; and 14 members of the girls' varsity softball team will participate in the Kingman Coca-Cola Classic Tournament on March 13-14, 2015 in Kingman, AZ.

La Joya Community High School

- La Joya Community High School Sponsors Melissa Tracy and Aaron Dille and 12 members of the Student Council will participate in the Arizona Association of Student Councils State Convention on February 5-7, 2015 in Apache Junction, AZ.

Tolleson Union High School

- Tolleson Union High School Sponsor Rosie Peacock, Assistant Principal Chad Doyle, and 12 members of the Student Council will participate in the Arizona Association of Student Councils State Convention on February 5-7, 2015 in Apache Junction, AZ.

B. Site Agreement with Jobs for Arizona's Graduates, Inc. for the Operation of After School Academic and Leadership Programs During the 2014-2015 School Year

The primary goals of the Jobs for Arizona's Graduates (JAG) After School Academic and Leadership programs are to: 1) increase student engagement on campus and in the community; 2) support students academically; 3) provide leadership training; 4) make students aware of all the opportunities available to them; and, 5) support students in their educational and career future planning. The 2014-2015 Agreement will provide a continued presence of the JAG program on the Tolleson Union and Westview High School campuses.

C. Intergovernmental Agreement with City of Phoenix for School Resource Officer Services – Sierra Linda High School

The Governing Board has the legal responsibility for approving Intergovernmental Agreements. This agreement meets the District's standards for cost effectiveness and the District's goals for school safety education and reducing crime on the school campus. The Agreement also supports the Elementary and Secondary Education Act (ESEA) Continuous Improvement Plan Indicator of an effective LEA: "Manages the organization to provide a safe, efficient, and effective learning environment." The District has had continued successful participation in this Intergovernmental Agreement for several years.

D. Intergovernmental Agreement with City of Avondale for School Resource Officer Services – La Joya Community High School and Westview High School

The Governing Board has the legal responsibility for approving Intergovernmental Agreements. This agreement meets the District's standards for cost effectiveness and the District's goals for school safety education and reducing crime on the school campus. The Agreement also supports the Elementary and Secondary Education Act (ESEA) Continuous Improvement Plan Indicator of an effective LEA: "Manages the organization to provide a safe, efficient, and effective learning environment." The District has had continued successful participation in this Intergovernmental Agreement for several years.

E. Regional Cooperative Agreement with the Arizona School for the Deaf and Blind

The Desert Valleys Regional Cooperative is a partnership between local school districts in the Phoenix metropolitan area and the Arizona School for the Deaf and Blind. The goal of the partnership is to provide appropriate educational programs and services for students with sensory impairments. The joint efforts of the District and the Cooperative help students who are deaf, blind, hearing impaired, or visually impaired succeed in the general education environment.

F. Minutes – January 10, 2015 Special Meeting and January 13, 2015 Regular Meeting and Executive Session

All Governing Board members were present.

INFORMATION/DISCUSSION ITEMS

1. Transportation Department Update – Ms. Lu Reddin, Director

Mission Statement

The TUHSD Transportation Department supports the educational endeavors of the school district by providing safe, efficient, and quality service to our students and staff providing a vital link to education.

Goals

- To maintain assigned District vehicles at the highest possible operating standards.
- To provide competent, well-trained drivers who act as positive adult role models by encouraging student learning and maintaining student discipline in a safe, inviting manner.
- To accomplish their mission, employees of the Transportation Department will provide a "vital link to education" by assuring the cost-effective use of personnel and material resources in a professional, caring environment.

Department Structure

- Lu Reddin, Director
- Jennifer Martin, Secretary
- Dyan Temple, Route Specialist
- Angie Bryant, Route Specialist
- Marsha Wellman, Route Specialist
- Julianne Williams, Trainer
- Celia Perez, Trainer
- Nate Lucero, Behind the Wheel Trainer
- Dawn Fletcher, Behind the Wheel Trainer
- Marla Boston, Behind the Wheel Trainer
- Dave Huyck, Lead Mechanic
- Dave Martinez, Mechanic
- Matthew Rivera, Mechanic
- Jay Adan, Lot Attendant
- Drivers (52) / Substitute Drivers (6)
- Monitors (15) / Substitute Monitors (3)

Vehicle Inventory

49 – Passenger buses
21 – Specials Needs buses
15 – White buses
11 – District vans
31 – District trucks

Replacement of vehicles depends on the condition of the vehicle, mileage, age, and the cost to keep each vehicle on the road (repair history).

Average Cost of Vehicles

Passenger bus	-	$137,664
Special Needs bus	-	119,446
White bus	-	52,885
Truck/Van	-	23,690

What / Who Do We Transport?

- Regular education routes (33 per day)
- Special Needs routes (18 per day)
- Midday routes (14 per day; CEA, Lighthouse Academy, Special Needs)
- McKinney Vento routes (12 per day)
- Tutor routes (9 per day; Copper Canyon, La Joya Community, Sierra Linda, Tolleson Union and Westview)
- Athletic, Class, and Special Needs field trips
- Field trips for feeder elementary schools
- Field trips for School of the Arts at Estrella Mountain (charter school)
- Various transportation needs for City of Tolleson events
- Summer transportation (summer school, reading, math, ELL summer immersion, Special Needs extended school year, and field trips for the City of Tolleson's reading program)

Day-to-Day Operations – It takes a TEAM to get the job done!

- Ninety (90) individuals, including office staff, mechanics, drivers, monitors, and trainers begin as early as 5:00 a.m. Drivers and monitors are the first and last contact many students will have during their educational experience each day.
- On any given day, approximately 2,924 regular education students, 185 students with disabilities, and 33 McKinney Vento students are transported to and/or from school.
- Travel approximately 3,540 route miles daily; that is the approximate equivalent of driving from Los Angeles to New York City and then back to Tulsa.
- For the 2013-2014 school year, provided transportation for 639 white bus trips traveling 12,638 miles and 883 school bus trips equaling 24,271 miles. That is a total of 36,909 field trip miles.

Fleet Maintenance

- Three (3) mechanics maintain 70 school buses and 57 white fleet vehicles.
- Every District vehicle is on a preventative maintenance schedule ensuring that each vehicle is in good operating condition and to prevent major repairs.
- Every school bus is inspected by DPS on a yearly basis to ensure it is in compliance with state law, ensuring the buses are safe and dependable.
- Every school bus has an annual inspection performed during the summer. Every nut and bolt, every inch of the bus is inspected to ensure that it is in tip-top operating condition. This is vital in the event of an accident, as all records would be reviewed to determine the integrity of the bus.
- Maintain all vehicle service/repair records.

Lot Attendant

- Maintain supplies for drivers.
- Repair seats and bus interiors.
- Monitor fuel tanks and assist mechanics.
- Drive a route, when needed.

Trainers

- Train and test new drivers; including 14 hours of classroom instruction with a minimum of 20 hours of behind-the-wheel training.
- Third party qualified testers for the Motor Vehicle Division for CDL drivers.
- Train new bus monitors.
- Provide ongoing training and conduct safety meetings.
- Provide CDL refresher, CPR, First Aid certification, and Crisis Prevention Intervention instruction.
- Provide all training for District employees approved to drive a white bus.
- Evaluate all CDL drivers on an annual basis on behind-the-wheel skills and physical agility performance.
- Evaluate all bus monitors on an annual basis on job skills and physical agility performance.
- Drive a bus route and perform other various duties, as needed

Route Specialists

- Hub of the Transportation Department.
- Ensure drivers and buses are where they need to be.
- Communicate with teachers, coaches, students, parents, and community members.
- Creative in accomplishing the transportation needs of the District.

Transportation Secretary

- Invoice field trips.
- Oversee the District's Travel Reduction Program.
- Assist dispatch with phones, when needed.
- Order and maintain office supplies.
- Assist employees with technology needs.
- Drive a bus route, when needed.

Tools of the trade include:

VersaTrans Routing System

- Have used the program for 14 years.
- Creates bus routes by locating every student on a map.
- Knows where routes are needed and where bus stops can best benefit our customers.
- Provides driving directions for the drivers.

VersaTrans Trip Tracker

- Works hand-in-hand with the VersaTrans Routing System.
- Allows the Administrative Assistants for Athletics to submit field trip requests for approval and assignment.
- Is also an invoicing tool.
- Moving forward to use the program as intended, allowing coaches and teachers to submit their trips online and go through the approval path to the Transportation Department.

VersaTrans Fleet Vision Program

- A fleet maintenance program that tracks all repairs and service on each vehicle.
- Allows for an inventory of all parts in stock and what needs to be replaced.

Zonar

- GPS tracking system.
- Records the speed of each vehicle and the path and location of each bus.
- Also a tool that each driver uses to perform a pre-trip and post-trip inspection of their bus, which helps to ensure that drivers are performing their inspections regularly and correctly.

Cameras

- Each bus is equipped with four (4) cameras; one in the front, one in the middle, one in the back of the bus, and one over the driver and facing the stairway area.
- Assists with resolving student discipline and driver issues.
- Used for training purposes.

Radios

- Each bus is equipped with a two-way radio, which allows the driver to be in constant contact with Dispatch.

Uniforms

- Third year that uniform shirts have been provided to employees.
- Brought a sense of professionalism and unity to the department.

In closing, Ms. Reddin stated that it is rare that every Transportation Department staff member is in possession of a CDL and is able to drive a bus.

ACTION /DISCUSSION ITEMS

1. **Services Agreement with Arizona State University for the American Dream Academy – Realizing the American Dream**

ASU's Center for Community Development and Civil Rights will provide training, known as the American Dream Academy – Realizing the American Dream, intended to help adults influential in the life of a student acquire the tools and knowledge necessary to help their students increase their academic achievement. The training is designed to develop skills and techniques which will enable parents to address the education needs of their school-aged children and will serve as a holistic component of a student dropout prevention program.

John Speer, Assistant Superintendent, stated that the District began its partnership with Arizona State University and the American Dream Academy in the 2011-2012 school year. What began at two of the District's schools has now expanded to all schools. The partnership has provided parents and students with the knowledge and skills to better navigate their experience in high school and transition to a college setting. Individuals who have participated in American Dream Academy have learned how a school system functions.

Parents have learned:

- Their role in supporting and advocating for their student(s) and who they speak to when there are academic concerns.
- The types of courses open to their student(s), including regular, advanced, and advanced placement.
- What tutoring is and when it is available.
- What G.P.A. and class rank mean.
- The role of a Guidance Advisor.
- How to prepare for college, including college requirements, scholarships and the different ways of paying for college, what a student needs to apply to a college and how to get accepted, types of degrees, and the similarities and differences in attending one university over another.

Students have learned:

- Going to college is a realistic possibility.
- How to talk to their families about going to college.
- How to use the resources of the Guidance Advisor about going to college.
- Family support is very important in pursuit of a college degree.

In the 2013-2014 school year, 628 parents and 336 students attended American Dream Academy workshops, an increase of 360 parents and 121 students from the previous school year. One unexpected result of the program is that some parents have chosen to repeat the American Dream Academy for a second year, stating that they continued with the program because they were intrigued by what they had learned and that by attending a second time, it would further clarify their understanding of the information presented.

Parents also stated that they appreciated that the District was providing them with the opportunity to attend the American Dream Academy and that they needed to take advantage of the offering to learn as much as possible so they could help their children plan for their future in college and a career.

Mr. Villalon moved to approve the Services Agreement with the Arizona Board of Regents, for and on behalf of Arizona State University, Center for Community Development and Civil Rights; seconded by Mr. Del Palacio. In a roll call vote, the motion carried 5-0.

2. Governing Board Expectations, Commitments, and Goals

On January 10, 2015, a Special Meeting of the Governing Board was held. During the meeting, Dr. Cunningham facilitated a discussion on Governing Board expectations based on a combination of information the Governing Board received from the District's attorney, state law, and Governing Board policies relative to:

1. Communication
2. Agenda
3. Meeting preparation
4. Meeting
5. After the meeting
6. Site visits
7. Community communication

The commitment statements are based on Governing Board self-direction, whereas the goals are predicated on the five (5) TUHSD goals of:

1. High academic achievement
2. Efficient and effective operational practices
3. Highly effective staff district-wide
4. Engaging families and community partners
5. Safe and orderly schools

Transparency to students, staff, parents, and the community are of utmost importance to, and a priority of, the Governing Board. Adoption of the three Governing Board documents – Expectations, Commitments, and Goals – ensures that the Governing Board members, and the Governing Board as a whole, meets their objective.

Following discussion for clarification purposes and a request to revise one statement, Ms. Madruga moved to adopt the Governing Board Expectations, Commitments, and Goals statements; seconded by Mr. Del Palacio. In a roll call vote, the motion carried 5-0.

3. First Reading – Policy GCQC; Resignation of Professional Staff Members

Beginning with the 2013-2014 school year, when a professional (certified and administrative) staff members signed a contract for the next school year, then left the District prior to the expiration of that contract, the professional staff member was assessed a liquidated damages fee pursuant to contract language approved by the Governing Board. However, liquidated damages are not assessed if one or more of the following circumstances exist:

1. Internal/external promotion to a position involving supervision and/or advancement in title.
2. Personal health issues that render the professional staff member unable to perform the duties of the position.
3. Relocation outside of Maricopa County or the State of Arizona.

While this information was communicated with District staff on multiple occasions, the language was never made a part of Governing Board policy. Consequently, Policy GCQC; Resignation of Professional Staff Members has been revised to reflect the exceptions stated above, expanding relocation to include "out of the country," and to add one additional exception pertaining to retirement into the Arizona State Retirement System during the term of the contract.

Following discussion and clarification on the four exceptions to paying the liquidated damages fee and what personnel information is and is not available for Governing Board inspection, Mr. Moreno moved to approve the first reading of Policy GCQC; Resignation of Professional Staff Members; seconded by Mr. Villalon. In a roll call vote, the motion carried 5-0.

4. **Proposed Increase to Liquidated Damages Fee for 2015-2016 School Year**

Beginning with the 2013-2014 school year, professional staff members who signed an employment contract but left the District prior to the end of the contract term, and who did not meet the criteria for exceptions, were assessed a liquidated damages fee of $1,000. In addition to not being released from their employment contract, failure to pay the fee resulted in the professional staff member being reported to the Arizona Department of Education for unprofessional conduct. In addition, the professional staff member forfeited any Proposition 301 monies that would be due to them for the year in which he/she left the District.

When a professional staff member and, in particular, a teacher leaves prior to the end of the contract term, it results in:

1. The need to find a substitute or replacement teacher who meets the highly qualified and properly certified criteria.
2. If a substitute or replacement teacher cannot be found, the need to change students' schedules.
3. When a student's schedule requires a change, the class the student is changed to results in a higher class size for the receiving teacher.
4. Ultimately, the students suffer due to the disruption in their schedule.

There is common knowledge that there is a teacher shortage in Arizona. When a professional staff member signs a binding employment contract and subsequently breaks that contract that, itself, is considered unprofessional conduct under the Arizona Revised Statutes. When a professional staff member leaves the District, and the reason does not meet one of the allowable exceptions, the effect on the District is considerable. Administration, therefore, recommended an increase in the amount of liquidated damages assessed against a professional staff member from $1,000 to $2,500.

Governing Board members discussed the following:

1. Reasons why teachers leave the District after signing a contract
2. Financial effect on certificated staff who are required to pay liquidated damages
3. The detrimental effects on students and teachers when a teacher prematurely leaves the district, including collapsed classes, increased class size in replacement classes, and having to use a substitute
4. What surrounding districts are doing to stem the flow of teachers
5. The unprofessional behavior of teachers who do not honor the terms of their contract
6. That raising the amount of liquidated damages assessed could negatively impact the District's recruitment and retention efforts

7. Creating a culture where staff want to come and stay
8. Addressing underlying issues of staff leaving the District before their contract is up

Following discussion by the Governing Board members with answers to questions by the Superintendent, Mr. Villalon moved to approve the increase in the amount of liquidated damages assessed against a professional staff member when the staff member does not honor the terms of their employment contract from $1,000 to $2,500; seconded by Mr. Moreno. In a roll call vote, the motion was defeated 2-3, with Mr. Chapman, Mr. Del Palacio, and Ms. Madruga casting the dissenting votes.

Call for Executive Session

Call for Executive Session: Pursuant to A.R.S. §38-431.03

A.2 – Discussion or consideration of records exempt by law from public inspection, including the receipt and discussion of information or testimony that is specifically required to be maintained as confidential by state or federal law.

A.3 – Discussion of consultation for legal advice with the attorney or attorneys of the public body.

Mr. Del Palacio moved to enter into Executive Session; seconded by Ms. Madruga. In a roll call vote, the motion carried 5-0.

Recess of Regular Meeting for Executive Session

The Regular Meeting recessed at 8:05 p.m.

Reconvening of Regular Meeting

The Regular Meeting reconvened at 9:19 p.m.

FORMAL ADJORNMENT OF REGULAR MEETING

Mr. Del Palacio moved to adjourn the Regular Meeting; seconded by Mr. Moreno. Mr. Chapman called the Regular Meeting of the Tolleson Union High School District Governing Board adjourned at 9:19 p.m.

Mr. Steven Chapman, Governing Board President