

TOLLESON UNION HIGH SCHOOL DISTRICT NO. 214

GOVERNING BOARD UNOFFICIAL MINUTES REGULAR MEETING

TUESDAY, DECEMBER 8, 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 5:32 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 the Pledge of Allegiance.

Approval of the Regular Agenda

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

Celebrations

A. Legislator's Recognition

The following legislators who have represented the best interests of students, staff, and families were recognized.

- Representative Doug Coleman, District #16
- Representative Diego Espinoza, District #19
- Representative Richard C. Andrade, District #29
- Representative Jay Lawrence, District #23

Recess of Regular Meeting – The meeting recessed at 5:39 p.m.

Reconvening of Regular Meeting – The meeting reconvened at 6:03 p.m.

B. 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 October and November 2015 Athletes of the Month were recognized:

Copper Canyon High School

October – Jessica Mora (Volleyball) and Miguel Garcia (Football)

November – Karla Uriarte (Golf) and Javier Chavez (Golf)

La Joya Community High School

October – Katherine Retana (Golf) and Joel Dongo (Cross Country)

November – Esmeralda Briones (Basketball) and Juan Silva (Soccer)

Sierra Linda High School

October – Valeria Hernandez (Cross Country) and Ahmire Gaines (Basketball) November – Bryana Hernandez (Basketball) and Ricky Barela (Basketball)

Tolleson Union High School

October – Alyssa Huston (Volleyball) and Brandon Frost (Football) November – Lesly Perez (Soccer) and Luis Uribe (Soccer)

Westview High School

October – Elena Santa Cruz (Volleyball) and Jacob Jenkins (Swim) November – Taylor Smith (Swim) and Dillon Thompson (Swim)

Recess of Regular Meeting – The meeting recessed at 6:24 p.m.

Reconvening of Regular Meeting – The meeting reconvened at 6:46 p.m.

C. Employees of the Month

The Employee of the Month recognition is bestowed upon employees who have exemplified the mission, vision, and purpose of the Tolleson Union High School District. These employees serve as an inspiration to others by showing a commitment to providing excellent customer service and who have made a positive impact on student achievement. The following October 2015 Employees of the Month were recognized for their contributions to the District.

Copper Canyon High School

Grace Luetmer, Financial Algebra Teacher

Westview High School

Amy Fierros, Reading Teacher Marti Richardson, English Teacher

District Office – Information Technology Department

Mark Esones, Technology Support Specialist

Public Participation

Mr. Trevor Degerman, Westview Math Teacher, addressed the Governing Board on the lack of math teachers and compensation.

Summary of Current Events

Superintendent – Dr. Cunningham

- La Joya Community High School was recently notified that two students have Questbridge matches.
 One student matched with Williams College in Massachusetts, while the second student matched with
 Washington and Lee University in Virginia. Each student could potentially receive \$250,000 for the
 total four years.
- Director of Alternative Education Travis Johnson and several students from Lighthouse Academy and the Continuing Education Academy visited P. H. Gonzalez Elementary School in the Tolleson Elementary School District where they connected with students by reading to several elementary classes.
- Sierra Linda High School's cafeteria received an "A" on their most recent Maricopa County health inspection.
- Sierra Linda High School has over 230 athletes participating in winter sports. Teams are off to a strong start with many teams participating in winter tournaments.
- Tolleson Union High School's dance team recently participated in a dance competition held in California. The Heat Dance Team finished in third place in their bracket.

- University High School is completing the registration process for the class of 2020 and will welcome a great group of students and parents next fall.
- The Westview High School thespians group competed in the State Thespian Conference and were named a Gold Medal Troupe for their one-act performances.
- Copper Canyon High School had a great turnout at their recent Future Frosh Night. Many clubs and current students helped with the event and made incoming students and parents feel welcome.

Governing Board

- All Governing Board members mentioned the large number of student volunteers who attended the Charles A. Landis Annual Thanksgiving Day Dinner and thanked the students and community members who volunteered their time for the annual event. A particular thank you was extended to Mr. Villalon for being a dedicated member of the Tolleson Service Committee, the organization responsible for the dinner.
- Mr. Moreno and Mr. Chapman spoke of the AZMerit test scores and stated that the results should not be a defining label of the District. There are great things happening in the District and students and staff are excelling in other ways. The scores are just a benchmark and will improve over time.
- Mr. Moreno extended his thanks to the District and, in particular, to University High School. Both of his sons who attended UHS will graduate from Arizona State University this year.
- Mr. Villalon expressed his appreciation of all District staff for their dedication to education. Stating that he has been a Governing Board member for many years, Mr. Villalon stressed that TUHSD is an amazing district.
- Having attended an Employee of the Month breakfast, Mr. Del Palacio expressed his appreciation of the District's Food and Nutrition staff who cater the event.
- Ms. Madruga spoke of her experiences while attending last month's NALEO meeting in San Antonio, Texas. Attendees visited schools in high poverty districts that are offering STEM programs. Ms. Madruga stated that she was particularly impressed with the Coachella School District who, at one time, was in receivership. The District successfully passed an override, which allowed them to purchase iPads for student use. As accessibility to the internet was not always possible in the students' homes, the District outfitted school buses with WiFi so students could do their homework on the way to and from school. In addition, the District parked the buses in the community so the public could also access the Internet
- Ms. Madruga stated that the Arizona Latino School Board Association has found office space and will hold an open house on January 6.
- Ms. Madruga expressed her appreciation to the District for the assistance provided to her during her first year as a Governing Board member. Ms. Madruga and Mr. Chapman wished staff a safe and happy holiday season.

Approval of the Consent Agenda

Mr. Del Palacio moved to approve the Consent Agenda; seconded by Ms. Madruga. 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

ADMINISTRATIVE STAFF

Employment of Personnel

Gardner, Jennifer DO Instructional Leadership Coordinator, Literacy

Oxford, Alfred (Bo)

TUHS

Assistant Principal for Curriculum and Instruction

PROFESSIONAL SERVICES STAFF

Retirement (Return under Phased Retirement Program)

Reddin, Lovinna DO Director of Transportation

CERTIFIED STAFF

Employment of Personnel		
Carbone, Michael	DO	Guest Teacher
Mills, Benjamin	DO	Guest Teacher
Walton, Eric	DO	Guest Teacher
Solares, Jacob	LJCHS	Chemistry
Rhoney, Samantha	TUHS	English
Winter Coaches		
Adrian, Kristen	CCHS	Assistant Girls Soccer Coach
Boeck, Christopher	CCHS	Assistant Boys Soccer Coach
Bruce, Marcus	CCHS	Assistant Boys Basketball Coach
Garrish, Rick	CCHS	Varsity Girls Soccer Coach
Glover, Sylvester	CCHS	Assistant Boys Basketball Coach
Heytens, Andrew	CCHS	Assistant Girls Basketball Coach
Klunk, Andrew	CCHS	Assistant Girls Soccer Coach
Lance, Sean	CCHS	Assistant Wrestling Coach
Lehman, Derick	CCHS	Athletic Trainer
Luetmer, Grace	CCHS	Assistant Girls Soccer Coach
Martinez, Edgar	CCHS	Assistant Girls Basketball Coach
Matthews, Kelly	CCHS	Athletic Trainer
Melde, Laura	CCHS	Assistant Girls Soccer Coach
Murphy, Paul	CCHS	Varsity Boys Basketball Coach
Reschke, Jason	CCHS	Varsity Girls Basketball Coach
TeNuyl, Henderika	CCHS	Assistant Girls Basketball Coach
Warren, Andrew	CCHS	Varsity Wrestling Coach
Wood, Mark	CCHS	Varsity Boys Soccer Coach
Ali, William	LJCHS	Varsity Girls Basketball Coach
Arismendez, Eli	LJCHS	Varsity Wrestling Coach

Winter	Coaches	(Continue	(be

winter Coaches (Continued)		
Fontes, Jonathan	LJCHS	Weight Room Coordinator
Hauss, Chris	LJCHS	Assistant Boys Basketball Coach
Ingram, Kylee	LJCHS	Assistant Girls Basketball Coach
Lefebvre, Roger	LJCHS	Varsity Boys Basketball Coach
Marrs, Larry	LJCHS	Varsity Boys Soccer Coach
Morris, Katherine	LJCHS	Varsity Girls Soccer Coach
Newell, Abe	LJCHS	Assistant Boys Basketball Coach
Rosenberger, Johnathan	LJCHS	Assistant Boys Soccer Coach
Steger, Jeffery	LJCHS	Assistant Boys Basketball Coach
Taylor, Mark	LJCHS	Assistant Boys Basketball Coach
Boydston, Chase	SLHS	Assistant Boys Basketball Coach
Carranza, Desirae	SLHS	Varsity Girls Basketball Coach
Ciesielczyk, Jacob	SLHS	Weight Room Coordinator
Diaz, Matias	SLHS	Varsity Girls Soccer Coach
Emelander, Tanya	SLHS	Assistant Girls Basketball Coach
Enciso, Andrew	SLHS	Assistant Boys Basketball Coach
Figueroa, Daniel	SLHS	Varsity Wrestling Coach
Furkert, Karen	SLHS	Assistant Girls Soccer Coach
Gordon, Samantha	SLHS	Athletic Trainer
Haagensen, Joshua	SLHS	Varsity Boys Basketball Coach
Hamilton, John	SLHS	Assistant Boys Basketball Coach
Marks, Ramon	SLHS	Assistant Girls Basketball Coach
Palange, Alfred	SLHS	Assistant Wrestling Coach
Ramirez, Daniel	SLHS	Varsity Boys Soccer Coach
Skousen, Elizabeth	SLHS	Assistant Girls Basketball Coach
Stout, Slate	SLHS	Assistant Wrestling Coach
Bower, Stephen	WHS	Varsity Boys Soccer Coach
Burgess, George	WHS	Varsity Wrestling Coach
Chaffee, William	WHS	Assistant Wrestling Coach
Contreras, Lisa	WHS	Varsity Girls Basketball Coach
Eccles, Thomas (Jeff)	WHS	Assistant Boys Basketball Coach
Hegewald, Perry	WHS	Assistant Boys Basketball Coach
Honne, Horacio	WHS	Assistant Wrestling Coach
Macias, Carlos	WHS	Varsity Girls Soccer Coach
Mason, Aaron	WHS	Assistant Boys Basketball Coach
McEvoy, Brendan	WHS	Varsity Boys Basketball Coach
Moses, Andrina	WHS	Assistant Girls Basketball Coach
Neal, Stephen	WHS	Assistant Girls Basketball Coach
Olderbak, Sam	WHS	Assistant Boys Basketball Coach
Parker, Joe	WHS	Weight Room Coordinator
Rice, Trevor	WHS	Athletic Trainer
Soto, Steve	WHS	Assistant Boys Soccer Coach

Resignations/Releases From Employment Contract (Liquidated Damages Do Not Apply)

Nottingham, Caroline TUHS English – effective 12/18/15

Goman, Daniel UHS Social Studies

Ghinea, Florin WHS Mathematics

CLASSIFIED STAFF

Employment of Personnel

Chavez, Reinaldo DO Groundskeeper

Escobedo, Jonathan DO Part-time Accounting Technician

Rocha, Desirae DO Parent and Community Engagement Coordinator

Sullivan, Robert DO Substitute Bus Driver

Deh, Anthony LJCHS Part-time Custodian II, Cafeteria

Smith, Ronald WHS Cafeteria Cashier Tucker, Mae WHS Cafeteria Cashier

Fall Coach

Schultz, Stephanie WHS Varsity Volleyball Coach

Winter Coaches

Kendrick, Felix CCHS Assistant Boys Basketball Coach

Edwards, Damien

LJCHS

Assistant Boys Basketball Coach

Ellis, Glenn

LJCHS

Assistant Boys Basketball Coach

Mulherin, Phillip

LJCHS

Assistant Girls Soccer Coach

Silva, Andrew

LJCHS

Assistant Wrestling Coach

Silva, Matthew

LJCHS

Assistant Wrestling Coach

Erickson, Cassandra SLHS Athletic Trainer

Haire, Wes SLHS Assistant Wrestling Coach
Pham, Phoung SLHS Assistant Girls Basketball Coach
Rivas, Jose SLHS Assistant Boys Soccer Coach
Wade, Robert SLHS Assistant Girls Basketball Coach

Esnal Galvez, Carmen WHS Assistant Girls Soccer Coach
Ludwig, Gavin WHS Assistant Wrestling Coach
Mills, Michael WHS Assistant Boys Basketball Coach

Resignations

Soto, Daniela CCHS Cafeteria Cashier

Ramirez, Patricia DO Bus Driver

Peralto, Alyssa LJCHS Instructional Assistant I

Orozco Rodriguez, Brenda TUHS Cafeteria Cashier

Prince, Selena WHS Cafeteria Cashier

Job Abandonment

Rivas, Emily LJCHS Clerical Support II, Guidance Clerk

VOLUNTEERS

Fall Coach

Trinidad, Joseph CCHS Football Coach

Winter Coaches		
Darren Hamilton	CCHS	Boys Basketball Coach
Allen, Aaron	LJCHS	Boys Soccer Coach
Carranza, Frank Enciso, Mario	SLHS SLHS	Girls Basketball Coach Boys Basketball Coach
Contreras, Anthony	WHS	Girls Basketball Coach

Financial Services *

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 \$ 2,017,300.09 \$ Expense Vouchers 783,141.15

В. **Donations**

The following were received by the District.

- Guitar Center donated \$500 to La Joya Community High School for the band program.
- Rack Room Shoes donated \$1,510.23 to La Joya Community High School for the McKinney-Vento Homeless program.
- University of Arizona donated \$2,500.00 to Tolleson Union High School for the PBIS Program.
- University of Arizona donated \$2,500.00 to La Joya Community High School for the PBIS
- University of Arizona donated \$2,500.00 to Sierra Linda High School for the PBIS Program.
- University of Arizona donated \$2,500,00 to Copper Canyon High School for the PBIS Program.
- University of Arizona donated \$2,500.00 to Westview High School for the PBIS Program.

Purchasing *

Authorization for Disposal #913 A.

The disposal of two (2) Apple iPads and a Lenovo ThinkPad from the District Office will ensure that the District continues to maintain technology that is safe to use and in good operating condition.

Authorization to Enter into a Cooperative Purchasing Agreement with The Cooperative В. **Purchasing Network (TCPN)**

The District will enter into a Cooperative Purchasing Agreement with The Cooperative Purchasing Network (TCPN) and utilize appropriate contracts determined advantageous to the District, including Progressive Roofing; Grainger, Inc.; Sunland Asphalt; Lowe's Company, Inc.; Buckeye Cleaning Center; Xerox Corporation; and HACI Service.

Superintendent's Office *

Travel Requests A.

The following travel requests were approved:

Copper Canyon High School Head Varsity Girls Basketball Coach Jason Reschke, Assistant Varsity Girls Basketball Coach Andrew Heytens, Junior Varsity Girls Basketball Coach Henderika TeNuyl, and members of the girls basketball team will participate in the Lady Badgers Basketball Winter Classic Tournament at Prescott High School in Prescott, AZ on December 27-29, 2015.

- Sierra Linda High School Head Wrestling Coach Daniel Figueroa, Assistant Wrestling Coaches Alfred Palange and Slate Stout, and members of the wrestling team will participate in the 45th Jefferson Wrestling Invitational Tournament in Jefferson City, AZ on January 8-9, 2016.
- Sierra Linda High School Head Wrestling Coach Daniel Figueroa, Assistant Wrestling Coaches Alfred Palange and Slate Stout, and members of the wrestling team will participate in the Payson Wrestling Invitational Tournament in Payson, AZ on January 22-23, 2016.
- Tolleson Union High School Head Wrestling Coach John Padilla, Assistant Wrestling Coach Richard Fimbres, and members of the wrestling team will participate in the Mile High Challenge Wrestling Tournament in Prescott Valley, AZ on February 4-6, 2016.
- Tolleson Union High School Assistant Principal Chad Doyle and Student Council Advisor Rosie Peacock will attend the AASC State Convention 2016 in Flagstaff, AZ on February 4-6, 2016.
- English Acquisition Program Coordinator Robin York and ELL teachers Amy Rodas (CCHS), Charles Gaucin (LJCHS), Eva Quezada and Victoria Roman (SLHS), Aaron Carlon and Daisy Hernandez (TUHS), and Carol Solomon (WHS) will attend the OELAS Annual Conference in Tucson, AZ on December 8-11, 2015.
- Assistant Superintendent John Speer, Director of Human Resources Michael Stewart, and Superintendent Dr. Lexi Cunningham (Alternate) will attend the Grand Valley State University Teachers Fair in Allendale, MI on March 6-8, 2016.
- Assistant Superintendent John Speer, Director of Human Resources Michael Stewart, and Superintendent Dr. Lexi Cunningham (Alternate) will attend the Pittsburgh Education Recruitment Consortium in Monroevilla, PA on March 29-30, 2016.
- Assistant Superintendent John Speer, Director of Human Resources Michael Stewart, and Superintendent Dr. Lexi Cunningham (Alternate) will attend the Northeastern Ohio Teacher Education Day in Akron, OH on April 4-6, 2016.
- Assistant Superintendent John Speer, Director of Human Resources Michael Stewart, and Superintendent Dr. Lexi Cunningham (Alternate) will attend the Central Michigan Recruitment Fair in Mount Pleasant, MI; the Michigan State University Teacher and Administrator Recruitment Fair in East Lansing, MI; the Western Michigan University Education Career Fair in Kalamazoo, MI; the University of Michigan Education Job Fair in Ann Arbor, MI; and the Eastern Michigan Teacher Job Fair in Ypsilanti, MI on April 11-15, 2016.
- Assistant Superintendent John Speer, Director of Human Resources Michael Stewart, and Superintendent Dr. Lexi Cunningham (Alternate) will attend the Minnesota Education Job Fair in Minneapolis, MN on April 17-18, 2016.

B. Minutes – November 10, 2015 Regular Meeting

All Governing Board members were present.

C. Resolution of Breach of Contract – Hailey Sanders

Ms. Sanders breached her 2015-2016 employment contract by resigning subsequent to signing the contract and not paying the liquidated damages fee. A formal resolution will be sent to the Arizona Department of Education stating that Ms. Sanders has not fulfilled the terms of her contract and is still employed by the District.

INFORMATION/DISCUSSION ITEMS

1. Career and Technical Education Internship Program

Mrs. Debbie McKintosh, Director of Career and Technical Education, provided an overview on the history of the Internship Program; spoke of the current, robust program; and shared the plan for future expansion.

ACTION/DISCUSSION ITEMS

1. Formal Recognition of Classified Staff for the Meet and Confer Process

Policy HA states, "The Governing Board may recognize an employee group association for purposes of the meet and confer process. In order to be recognized, the employee group must provide documentation that 30%, or more, of the employees in the group want to be represented by the organization seeking recognition." Pledges gathered subsequent to adoption of Policy HA resulted in 53% of classified staff authorizing the Tolleson Classified Association to negotiate on their behalf in the meet and confer process.

Mr. Chapman moved to formally recognize the Tolleson Classified Association purposes of the meet and confer process; seconded by Ms. Madruga. In a roll call vote, the motion carried 5-0.

2. Performance Pay Portion (Bucket #2) of the Proposition 301 Plan – 2015-2016 School Year In accordance with A.R.S. §15-977(E), the Governing Board is asked each year to approve the District's performance pay portion (Bucket #2) of the Proposition 301 Plan, the primary focus of

District's performance pay portion (Bucket #2) of the Proposition 301 Plan, the primary focus of which is to increase student achievement and graduation rate and decrease the dropout rate.

The Proposition 301 Plan was first written by a committee of teachers from each site. A 70% or better approval rating of all certified staff eligible to receive Prop 301 monies was necessary in order for the Plan to be finalized. In 2009, a Plan revision was made that changed the compensation payment from projected revenue to actual revenue received. The Plan has not been revised since 2009. In order for the Plan to be revised, a committee of members from each site would need to be established. Any revision would require the same 70% or better approval rating of all certified eligible to receive Prop 301 monies, and a recommendation would be presented to the Governing Board for approval.

It was noted that Prop 301 monies are paid not only on cash on hand, but only for actual days worked. Pursuant to contract language and Arizona state statutes, the amount of money to be received is prorated for late arrival teachers, early departure teachers, and teachers on an unpaid leave. To avoid confusion on eligibility to receive Prop 301 funds, a checklist will be developed and implemented for the 2016-2017 school year.

Last year, eligible certified staff received approximately \$5,200. Most years' payout averages between \$5,000 and \$7,000. To receive Prop 301 funds, an eligible certified staff member must fulfill very specific individual goals and the site must have met their site goals.

Following discussion, Mr. Chapman moved to approve the District's performance pay portion (Bucket #2) of the Proposition 301 Plan for the 2015-2016 school year; seconded by Mr. Moreno. In a roll call vote, the motion carried 5-0.

3. Student Discipline Data

Governing Board Member Corina Madruga had requested the Governing Board members discuss receiving a monthly student discipline data report disaggregated by school, gender, ethnicity, regular education or special needs, violation, and level of discipline in order to better assess the District's ability to meet the Men of Color resolution as well as other efforts to minimize the pipeline to prison effect.

When the request for information was first made, Dr. Cunningham provided the Governing Board with a sample report layout. Not all information requested was included in the report because of the time it would have taken to disaggregate the remaining data. Dr. Cunningham stated that should the Governing Board members wish to receive the requested data on a monthly basis, it will be necessary to add additional staff at some sites as it will be a very labor intensive report to generate.

In response to a request for how soon the Governing Board could expect to receive the information, Dr. Cunningham stated that a report could be provided at one of the January meetings for discussion and feedback.

Ms. Madruga moved to adopt a monthly discipline report; seconded by Mr. Villalon. In a roll call vote, the motion carried 5-0.

4. Resolution in Support of High School Voter Registration and Civic Engagement

The Governing Board discussed the proposed Resolution during the November 10, 2015 meeting and requested a few changes to the wording. Ms. Madruga stated that she was pleased that the District would have an opportunity to partner with nonprofit, nonpartisan organizations than can provide pathways for voter registration and civic engagement opportunities.

Ms. Madruga moved to approve the High School Voter Registration and Civic Engagement Resolution; seconded by Mr. Del Palacio. In a roll call vote, the motion carried 5-0.

5. First Reading - Policies AC (Nondiscrimination/Equal Opportunity); GBA (Equal Employment Opportunity), and JB (Equal Educational Opportunities)

The Governing Board discussed the proposed changes to the policies during the November 10, 2015 meeting.

There being no further requested changes, Mr. Del Palacio moved to approve the first reading of Policies AC; Nondiscrimination/Equal Opportunity; GBA (Equal Employment Opportunity), and JB (Equal Educational Opportunities); seconded by Ms. Madruga. In a roll call vote, the motion carried 5-0.

AGENDA ITEMS FOR FUTURE MEETINGS

- January 12 Representatives from Arizona State University will report on the EPIC program.
- January 26 Mr. Paul Luna of the Helios Foundation will discuss their collaboration with the District.
- Mrs. Madruga requested the establishment of a date for a Governing Board retreat to review their Commitment, Expectations, and Goals statements.

FORMAL ADJOURNMENT OF REGULAR MEETING

	journ the Regular Meeting; seconded by Mr. Moreno. leson Union High School District Governing Board adj	
_	Governing Board President	
	Ç	