



**LIBERTY SCHOOL DISTRICT No. 25
GOVERNING BOARD MINUTES**

TIME: June 11, 2018 – 6:30 PM

PLACE: Las Brisas Academy Theatre, 18211 West Las Brisas Drive, Goodyear, AZ 85338

I. OPENING MEETING

1. Call to Order Mr. Paul Jensen, Governing Board President, called the meeting to order at 6:33 p.m. Governing Board members constituting a quorum were present; Mr. Mark Aguire, Mrs. Connie Krogulecki-Crowley, Mrs. Yolanda Lopez-Bearden and Mrs. Kathy McNamara.
2. Pledge of Allegiance was led by Mrs. Krogulecki-Crowley.
3. A motion by Mrs. McNamara/Mrs. Krogulecki-Crowley was entered to approve the Regular Agenda form and temporarily suspend Governing Board Policy with which this agenda may be inconsistent.
Approved **UNANIMOUS**

II. CALL TO THE PUBLIC – None

III. ADMINISTRATIVE REPORTS

1. Budget Committee Considerations Related to FY2018-2019 State Teacher Salary Increases and Next Steps.
Ms. Baysinger reported that the committee included three parent community members, representative teachers from all schools, three classified employees, and one principal. Additionally all teachers and staff were invited, and anyone who wanted to participate was allowed to participate. Ms. Cervantes stated that the first meeting established the norms to efficiently conduct meetings in a manner that was respectful for all members to be heard. The following meetings examined the differentiation in compensation between returning and new teachers. It was evident that the wider differentiation model was preferred by committee members. The committee recognized that attracting new teachers to the district was vital. Salaries of new teachers entering the district have steadily increased, while ongoing teachers receive compensation percentage increases based on their hiring placement on the pay scale. The committee adjusted the proposed variable compensation amount for new teachers to ensure that new teachers with the same years of experience as continuing district teachers would earn equitable compensation. As a result, the committee felt comfortable eliminating the narrow differentiation and accepting the wider differentiation models as an area of focus. Overall, it was decided that the \$2900 amount devoted to new hires would still create a competitive salary for the district. The final area to be examined was regarding overall years of service to the district. The committee wished to keep the tiered compensation as close to 10% as possible, while still providing recognition for loyalty and devotedness to the district. There was another faction in the room that felt strongly for an even disbursement for all teachers for the sake of ease. This narrowed down the committee's options to model 2B, which states 10% would go to all teachers, and model 8B would consist of a multi-tier model based on years of experience. Ms. Baysinger stated the District will receive funding for the next two years at 5%; however, by the third year the District will be limited in budget capacity to provide additional raises. There were two basic models that stated all new funds in model A would go to the teacher salaries and all new funds in model B would go to the teacher salaries less 1% reserved for classified increases. Ms. Cervantes stated that she believes new teachers learn not only from their daily practice, but they are also influenced by veteran teachers. This often leads to turning to them for advice, support and collaboration. She further stated that in model 8B, the differentiation compensation was equitable for returning teachers based on the number of years taught within the district. In model 8B, there continues to be a competitive pay that will attract new teachers. She continued to state the goal of the movement was to retain effective teachers within the district, and she feels model 8B does that by providing a tiered level compensation. Ms. Carmichael stated she is a teacher in Arizona and that model 2B better supports this. She further stated the Governor gave them a 10% raise flat across the board and thinks it is Liberty's due diligence to live with that. It honors her years of experience, and at the end of day, the committee is considering the teachers they want to bring into the District. Ms. Kennemore stated she is representing the teachers who have been in the District through the salary freezes and pay decrease. She brought feedback from staff members who have been with the District for over 10 years. They believe that longevity and loyalty go a long way, and this profession is the only profession that penalizes for experience. They believe model 8B would be a nice acknowledgement for

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- being loyal to the students during the hard times. Ms. Baysinger stated that the teacher survey showed more support for model 8B versus model 2B. Mrs. Krogulecki-Crowley stated that she would support model 8B. In the past she has seen some dedicated teachers leave the district because they were valued somewhere else. Mr. Aguire asked for clarification on who would be classified as a new teacher. Ms. Baysinger stated that teachers would have to complete a full year to qualify for the years of experience. Dr. Shough stated those who come in midyear have not completed a full year. Also, the budget models demonstrated when the variables are used and compared to the amount allocated which would be the remaining balance. She further stated the budget committee avoided going over budget. Mr. Aguire stated that he supports model 8B because he believes if the District retains people, it would lower operating costs. He further stated that he has always been an advocate for retaining teachers. Mr. Jensen stated longevity in the teachers is more beneficial, and if the committee agrees with model 8B, he can support that model as well.
- This was an information item. No action was taken.
2. FY2018-2019 Partial Restoration of District Additional Assistance Capital Funds.
Ms. Baysinger stated phase out of cuts to the District Additional Assistance Capital will begin in FY2018-2019. Per legislation, there will be annual restoration each year through FY2023, and the District should estimate \$500,000 for capital allocation, which is about \$300,000 over this year's amount. Furthermore, the District should see that number increase about \$250,000 a year until 2020, when there is full restoration of \$1,500,000 in 2023. She also stated the District has a normal replacement/restoration cycle. Unfortunately, with the reduction of capital since FY2009, the cycle has been neglected. With the restoration of capital, the District will have to get back in cycle as monies become available. The District has been fortunate to receive Building Renewal Grants monies to help when facilities fail. Information has been collected from the campuses and departments. Facilities studies have also been conducted. To complete everything listed for facilities, the District would need just under \$1.8 million. Further, a full curriculum adoption could cost as much as \$400,000. She stated that classroom furniture replacement could cost between \$150,000 and \$200,000. Transportation would also need funding because 13 out of 20 of their buses have greater than 200,000 miles, and the oldest bus still on the road was built in 1991. Ms. Baysinger asked what priorities the Governing Board would like to see happen first and informed them that the items were prioritized by importance. Dr. Shough stated some of the items can be reviewed for a potential bond election. Mrs. McNamara questioned if Liberty Elementary School was covered. Ms. Baysinger stated that money has been allocated for Liberty. Mr. Aguire asked what actions would be taken for the old furniture. Ms. Baysinger stated that some of the schools are using them as replacements, and the rest will be auctioned off. Mr. Jensen stated that the smaller facility needs items that would cause a big impact should be completed. Ms. Baysinger confirmed that she was going to go through the list and pull items that could be reviewed by SFB. A meeting will be held on Thursday with the Administrative staff. Dr. Shough reassured the Governing Board that items that may be completed at the District level will be addressed and the other items will be reviewed.
- This was an information item. No action was taken.
3. Governing Board Update
- Mr. Jensen – N/A
 - Mr. Aguire – N/A
 - Mrs. Lopez-Bearden – stated she went to Flagstaff for the ASBA conference and appreciated the ideas that were presented to help the District with families who know English as their second language. She further stated it was an eye opener.
 - Mrs. Krogulecki-Crowley – N/A
 - Mrs. McNamara – also attended the ASBA conference with Dr. Shough and Mrs. Lopez-Bearden. She enjoyed how engaged the other Governing Boards were and suggested the Governing Board attend professional development training similar to the teachers. In addition, she spoke of one keynote speaker, a retired Colonel, who was passed off by many because her first language was Spanish.

IV. CONSENT AGENDA

1. Approval of Personnel Action Items.
A motion by Mr. Aguire/Mrs. Krogulecki-Crowley was entered to approve the personnel action items.
Approved **UNANIMOUS**

V. **GENERAL BUSINESS**

1. Discussion/Consideration to approve a Memorandum of Understanding (MOU) for a West Valley Consortium for a Migrant program, services and materials to be provided for Migrant (MEP) students, with the Liberty Elementary School District as Lead for FY2018-2019.
Ms. Baysinger stated the West valley MEP Consortium will consist of the Liberty Elementary School District, Aguila Elementary School District, Arlington Elementary School District, Buckeye Union High School District, Palo Verde Elementary School District, and Saddle Mountain Unified School District. Each district will receive budget and will expand their individual district's Migrant Ed Basic grant allotment.
A motion by Mrs. Krogulecki-Crowley/Mrs. McNamara was entered to approve a Memorandum of Understanding (MOU) for a West Valley Consortium for a Migrant program, services and materials to be provided for Migrant (MEP) students, with the Liberty Elementary School District as Lead for FY2018-2019.
Approved **UNANIMOUS**
2. Discussion/Consideration to Approve the Position and Duties of Regional Migrant Data Specialist for FY2018-2019.
Ms. Ryan stated this position is full-time grant funded through the Migrant Education Program whose responsibility is to manage all data and reporting for eligible migrant students within the West-Valley MEP Consortium region.
A motion by Mrs. Lopez-Bearden/Mr. Aguire was entered to approve the position and duties of Regional Migrant Data Specialist for FY2018-2019.
Approved **UNANIMOUS**
3. Discussion/Consideration to Approve the Position and Duties of Regional Migrant Recruiter for FY2018-2019.
Ms. Ryan stated this position is also full-time grant funded through the Migrant Education Program with responsibility to identify, recruit, and enroll eligible migrant students within the West-Valley MEP Consortium region into the Migrant Education Program.
A motion by Mrs. McNamara/Mr. Aguire was entered to approve the position and duties of Regional Migrant Recruiter for FY2018-2019.
Approved **UNANIMOUS**
4. Discussion/Consideration to Approve the Position and Duties of Migrant Student Advocate for FY2018-2019.
Ms. Ryan stated this part-time position will replace the current position of the Migrant Clerk, which is funded through the Migrant Ed Basic Grant. The migrant advocate position will focus on assisting with the economic, social, cultural, and psychological factors that influence migrant students.
A motion by Mr. Aguire/Mrs. Krogulecki-Crowley was entered to approve the position and duties of Migrant Student Advocate for FY2018-2019.
Approved **UNANIMOUS**
5. Discussion/Consideration to Approve a Revision in Job Title and Description from "Learning Support and Educational Services Technician" to "ELL Technician".
Ms. Ryan stated the job title and description of "ELL Technician" better defines the current job duties and is ELL specific.
A motion by Mrs. Krogulecki-Crowley/Mrs. Lopez-Bearden was entered to approve a revision in job title and description from "Learning Support and Educational Services Technician" to "ELL Technician".
Approved **UNANIMOUS**
6. Discussion/Consideration to Approve the Job Description for Executive Director of Support Services.
Dr. Shough stated the job description for the Executive Director of Support Services is related to the organizational chart previously presented to the Governing Board.
A motion by Mrs. Lopez-Bearden/Mrs. McNamara was entered to approve the job description for Executive Director of Support Services.
Approved **UNANIMOUS**

VI. GOVERNING BOARD COMMENTS ON AGENDA TOPICS OR RECOMMENDED AGENDA TOPICS ADDITION

- Mr. Jensen – N/A
- Mr. Aguire – N/A
- Mrs. Lopez-Bearden – N/A
- Mrs. Krogulecki-Crowley – N/A
- Mrs. McNamara – N/A

VII. UPCOMING GOVERNING BOARD MEETINGS:
June 15 - June 16, 2018 - Governing Board Retreat
June 18, 2018 -- Regular Monthly Board Meeting

VIII. ADJOURNMENT OF BOARD MEETING

On a motion entered by Mrs. McNamara/Mr. Aguire and by unanimous vote the Governing Board Meeting ended at 8:04 p.m.

Signed:

Date:

June 11, 2018

UNCONFERMED