

GOVERNING BOARD MEETING MINUTES – September 20, 2023

A. Meeting Opening

Call to Order

Mr. Montero called the meeting to order at 7:00 PM.

Roll Call

Board Members present: Armando Montero (President), Amanda Steele (Vice President), Andres Barraza, and Sarah James. Absent: Berdetta Hodge.

Adoption of the Agenda

On motion of Mr. Montero, seconded by Mrs. James and passed 4-0 (Mr. Montero: aye; Mrs. Steele: aye; Mr. Barraza: aye; Mrs. James: aye), the Governing Board approved the meeting agenda.

B. Executive Session

The Governing Board did not meet in Executive Session.

C. Reconvene

Welcome—Mr. Montero welcomed everyone at 7:00 PM.

Presentation of Colors/Pledge of Allegiance/Moment of Silence—TUHSD JROTC cadets, under the command of Major Robert Fore, presented the colors. Mrs. Steele led the Pledge of Allegiance. Mr. Montero asked those in attendance to observe a moment of silence.

Land Acknowledgement—Mr. Barraza read a statement acknowledging Tempe Union’s presence on the ancestral lands of the Akimel O’odham and Pee Posh Indigenous peoples.

D. Report from Acting Superintendent

D-1—Student Recognition – Mountain Pointe Track and Field Team

Dr. Wilson recognized the Boys Track and Field Team from Mountain Pointe High School, led by Head Coach, Brian Whitacre. Dr. Wilson said in May, the team won the Boys Division II State Championship and broke multiple records, including one by student Jayden Davis who broke the 14-year state record in the 400 meters. Coach Whitacre said he is proud of the team’s hard work, and thanked his assistant coaching staff.

D-2—Staff Recognition – Dr. Darlene Wedington-Clark, Desert Vista Orchestra

Dr. Wilson introduced Dr. Darlene Wedington-Clark and recognized her for receiving the Arizona Band and Orchestra Directors Association (ABODA) William E. Richardson “Program of Distinction” Award. The award recognizes high school band and orchestra programs in the state that have a high level of achievement. Dr. Wedington-Clark thanked administration and her students.

D-3—Staff Recognition – New Administrator Introductions

Dr. Wilson introduced the following new administrators for the 2023-2024 school year:

- **Sylvester Glover**, new Assistant Principal Athletics at Corona del Sol
- **Kim Higginbotham**, new Assistant Principal Athletics at Desert Vista
- **Jared Walther**, new Assistant Principal Activities at Desert Vista
- **Don Baker**, new Assistant Principal Activities at Mountain Pointe
- **David Morton**, formerly retired in 2022, returning as Assistant Principal Activities at Tempe High

E. Public Comment None.

F. Consent Agenda

Mr. Montero moved approval of Consent Agenda Items F1 through F4 and F6 through F9. The motion was seconded by Mrs. Steele and passed 4-0.

F-1— Minutes - Governing Board Meeting – September 6, 2023

The Governing Board approved the submitted September 6, 2023, Governing Board meeting minutes.

F-2— Staff Travel

The Governing Board approved the following staff out-of-state travel:

1. Name/Site	Justin Elkin/THS
Destination/Dates	Los Angeles, CA/October 9 – October 12, 2023
Purpose	To attend the Adobe Max Creativity Conference. This conference is hands on training to help obtain certifications in Photoshop, Illustrator, Indesign and Premiere Pro.
Funding	Total trip cost (per person): \$4,895 .00; Airline: \$1,000.00; Registration fee: \$1,295.00; Hotel: \$2,000.00; Meals: \$300.00; Misc. fees: \$300.00 (Baggage fee, Ground Transportation, Airport parking); Paid by CTE Funds.
2. Name/Site	Marianne Kim/DVH
Destination/Dates	Los Angeles, CA/October 9 – October 12, 2023
Purpose	To attend the Adobe Max Creativity Conference. This conference is hands on training to help obtain certifications in Photoshop, Illustrator, Indesign and Premiere Pro.
Funding	Total trip cost (per person): \$4,895 .00; Airline: \$1,000.00; Registration fee: \$1,295.00; Hotel: \$2,000.00; Meals: \$300.00; Misc. fees: \$300.00 (Baggage fee, Ground Transportation, Airport parking); Paid by CTE Funds.
3. Name/Site	Krista Carr/MDN
Destination/Dates	Nashville, TN/November 14 – November 18, 2023
Purpose	To attend the National Association for the Education of Young Children Annual Conference. Early Childhood Education Teachers will learn about the collaborative initiative to advance their unified early childhood education profession.
Funding	Total trip cost (per person): \$ 3,411.64; Airline: \$1,100.00; Registration fee: \$560.00; Hotel: \$1,231.61; Meals: \$320.00; Misc. fees: \$200.00 (Baggage fee, Ground Transportation, Airport parking); Paid by CTE Funds.
4. Name/Site	Theresa Ettinger/CDS
Destination/Dates	Nashville, TN/November 14 – November 18, 2023
Purpose	To attend the National Association for the Education of Young Children Annual Conference. Early Childhood Education Teachers will learn about the collaborative initiative to advance their unified early childhood education profession.
Funding	Total trip cost (per person): \$ 3,411.64; Airline: \$1,100.00; Registration fee: \$560.00; Hotel: \$1,231.61; Meals: \$320.00; Misc. fees: \$200.00 (Baggage fee, Ground Transportation, Airport parking); Paid by CTE Funds
5. Name/Site	Deanna Smith/MTP
Destination/Dates	Nashville, TN/November 14 – November 18, 2023

Purpose	To attend the National Association for the Education of Young Children Annual Conference. Early Childhood Education Teachers will learn about the collaborative initiative to advance their unified early childhood education profession.
Funding	Total trip cost (per person): \$ 3,411.64; Airline: \$1,100.00; Registration fee: \$560.00; Hotel: \$1,231.61; Meals: \$320.00; Misc. fees: \$200.00 (Baggage fee, Ground Transportation, Airport parking); Paid by CTE Funds
6. Name/Site	Amanda Johnson/MHS
Destination/Dates	Columbus, OH/ November 19 – November 21, 2023
Purpose	To attend the NCTE ALAN National Conference. This conference will provide instructional strategies and training that will benefit student achievement across the campus through library events and activities.
Funding:	Total trip cost (per person): \$1,985.00; Airline: \$900.00; Registration fee: \$250.00; Hotel: \$550.00; Meals: \$135.00; Misc. fees: \$150.00 (Internet, airport parking/transportation, baggage fees); Paid by Rio Salado Funds.
7. Name/Site	Kimberly McElwain/MHS, DVH, MTP
Destination/Dates	Nashville, TN/November 30 – December 3, 2023
Purpose	To attend the National Council for Social Studies. This conference will share best practices including: strong strategies for delivering instruction that engages students, best ways to advocate for the most pressing issues of social studies education and connecting with colleagues to support each other throughout the school year.
Funding:	Total trip cost (per person): \$2,350.00; Airline: \$800.00; Registration fee: \$350.00; Hotel: \$1,050.00; Meals: \$75.00; Misc. fees: \$75.00 (Internet, airport parking/transportation, baggage fees); Paid by Rio Salado Funds
8. Name/Site	Mark Campbell/MTP
Destination/Dates	New York, NY/January 13 – January 16, 2024
Purpose	To attend the National Retail Foundation 2024: Retail's Big Show. This conference provides exposure to the latest concepts in retail and entrepreneurship and the latest trends in business and start ups from CEO's of top 500 companies.
Funding:	Total trip cost (per person): \$3,850.00; Airline: \$700.00; Registration fee: \$1,000.00; Hotel: \$1,300.00; Meals: \$350.00; Misc. fees: \$500.00 (Internet, airport parking/transportation, baggage fees); Paid by CTE Funds.

F-3—Student Travel

The Governing Board approved the following student out-of-state travel:

Group 1	MHS Music Department/Amy Smith (not to exceed 135 students; 1 school days missed)
Destination/Dates	Anaheim, CA/April 19 – April 21, 2024
Purpose	To perform with the Fullerton College Choir, Band and Orchestra and participate in an elite Disney Recording Soundtrack Studio Session on the Imagination Campus.

Financed by	Total trip cost not to exceed: \$110,038.50.00. Financed by: Tax Credit Funds, Gifts/Donations, Parents, Student Club Funds and Fundraising. Total trip amount includes cost for Staff.
Lodging	Holiday Inn Santa Ana-Orange County Airport; 2726 S. Grand Ave; Santa Ana, CA 92705; 888-465-4329-Arranged by Music Trips and Tours
Transportation	Arrowstage-Arranged by Music Trips and Tours
Chaperones	Staff: Amy Smith, Katie Gerrich, Amanda Leonhardt Volunteers: Madison Latham, Tamara Mason, April Revard, Phil Lemar, Scott Glasser, Randy Hahn, Kyle Marzano, Jerry Rao, Andy Acedo
Group 2	DVH Cross Country/Jessica Shearer (not to exceed 66 students; 1 school days missed)
Destination/Dates	Long Beach, CA/October 13 – October 14, 2023
Purpose	To compete in the 36 th Annual Bell Gardens Cross Country Invitational against some of the best teams from across the country.
Financed by	Total trip cost not to exceed: \$16,303.06. Financed by: Gifts/Donations and Student Club Funds Total trip amount includes cost for Staff.
Lodging	Embassy Suites by Hilton; 8425 Firestone Boulevard, Downey, CA 80241; 562-861-1900
Transportation	Via Adventures Arizona; 480-966-4940
Chaperones	Staff: Jessica Shearer, Chris Hanson, Griffin Clithero, Mindy Thatcher, Tory Tyler, Sonja Tinsley Volunteers: Bob Davis, Dan Beeks

F-4—Ratification of \$962,777.10 Expense Vouchers

The Governing Board approved the ratification of the submitted expense vouchers:

EXPENSE VOUCHERS:			
Fiscal Year	Voucher #	Voucher Date	Amount
2022-2023	1572	8/31/2023	\$11,720.67
2022-2023	1573	8/31/2023	\$222.45
2022-2023	1574	8/31/2023	\$2,515.22
2022-2023	1575	8/31/2023	\$6,244.43
	Summary		\$20,702.77
Fiscal Year	Voucher #	Voucher Date	Amount
2023-2024	1055	8/31/2023	\$833,950.78
2023-2024	1069	8/31/2023	\$106,270.55
2023-2024	1072	8/31/2023	\$185.00
2023-2024	1081	8/31/2023	\$1,668.00
	Summary		\$942,074.33
2022-2023 and 2023-2024 TOTAL			\$962,777.10

F-5—Request Approval of Personnel Actions

Mr. Montero moved approval of Consent Agenda Item F5 with modification. The motion was seconded by Mr. Barraza and passed 4-0. Release of contract was granted for Aimee Marcinko, board members requested an opportunity to further discuss the liquidated damages fee for breaking contract.

The Governing Board approved the following submitted personnel actions:

Last Name	First Name	Position	Site	Effective Date	Comments	Board Action
Thompson	Ronald	Auxiliary Coach Football	CDS	9/18/2023		Rehire
Cyr	Joseph	Coach Dive	DVH	8/7/2023		Rehire
Evans	Chad D	Auxiliary Coach Golf	DVH	8/7/2023		Rehire
France	Michael	Auxiliary Coach Football	DVH	9/13/2023		Rehire
OBryan	Erin	Event Worker	DVH	8/24/2023		New Hire
Pfordte	Alex	Assistant Coach Swim	DVH	9/5/2023		New Hire
Thatcher	Melinda	Auxiliary Coach Cross Country	DVH	8/7/2023		Rehire
Williams IV	Braxton	Coach Junior Varsity Boys Basketball	DVH	10/3/2023		New Hire
Olson	Michael	Coach Pom/Dance Fall	MDN	9/12/2023		Rehire
Tapia	Maura	Behavior Intervention Specialist	MDN	9/18/2023		New Hire
Brown	Snaia	Campus Receptionist	THS	9/14/2023		New Hire
Corwin	Katherine	Bus Aide	Transportation	9/14/2023		New Hire
Michaud	Michael	Bus Driver	Transportation	9/18/2023		New Hire
Novaes Oden	Rosilane	Bus Driver	Transportation	9/8/2023		Rehire
DeValk	Jenna	Behavior Intervention Specialist	CDS	8/14/2023	From Paraprofessional HQ	Change

Downs	Mackenzie A	Paraprofessional	DVH	9/13/2023	From Custodian 1.0 FTE	Change
OBryan	Erin	Equipment Manager	DVH	9/6/2023	From Event Worker	Change
Nevaras	Jennifer J	Food and Nutrition Manager	Food and Nutrition	8/29/2023	From Temporary Food & Nutrition Manager	Change
Ferrara	Erica	Teacher English	CDS	7/17/2023	Link Crew Sponsor	Extra Duty
Hall	James	Teacher Social Studies	CDS	9/7/2023	Auxiliary Coach Football	Extra Duty
Chamas	Dory	Teacher Special Education	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Chamas	Dory	Teacher Special Education	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Goe	Amanda	Teacher Physical Education	DVH	7/19/2023	Special Project Coordinator	Extra Duty
Johnson	Brian S	Teacher Spanish	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Johnson	Brian S	Teacher Spanish	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Konig	Martyanne L	Teacher Science	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Konig	Martyanne L	Teacher Science	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Krautter	Leah	Teacher English	DVH	8/28/2023	Auxiliary Coach Swim/Dive	Extra Duty
Niemann	Robert	Teacher Social Studies	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Niemann	Robert	Teacher Social Studies	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Wallace	John	Teacher Science	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Wallace	John	Teacher Science	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty

Walton	William S	Teacher Math	DVH	8/8/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Walton	William S	Teacher Math	DVH	10/9/2023	Peer to Peer Student Tutoring Supervisor	Extra Duty
Griffin	Michelle	Teacher Physical Education	MDN	7/14/2023	Special Project Coordinator	Extra Duty
Hines	Angela	Teacher Drama/CTE Technical Theater	MDN	7/2/2023	Drama Director	Extra Duty
Dimas	Abraham	Teacher Spanish	MHS	7/19/2023	Additional Class Spanish .2 FTE	Extra Duty
Barnes	Erin	School Counselor	MTP	7/19/2023	Credit Recovery English Section	Extra Duty
Barnes	Erin	School Counselor	MTP	7/31/2023	Auxiliary Coach Football	Extra Duty
Quinn	Corey	Teacher Science	MTP	7/17/2023	Drama Director	Extra Duty
Shelton	Erica	Teacher Spanish	MTP	7/31/2023	Test Administrator	Extra Duty
Hockenbraugh	Daniel	Teacher Math/AVID Student Support	THS	7/19/2023	Title I Coordinator	Extra Duty
Snyder	Bryan	Teacher English	THS	7/19/2023	Title I Coordinator	Extra Duty
Thompson	Brandon	Teacher English/AVID Student Support	THS	7/19/2023	AVID Coordinator	Extra Duty
Carmody	Andrea	APPP Coordinator/Case Manager	MDN	7/19/2023	Director TAPP Program	Extra Duty
Henson	Michelle	Social Worker	THS	7/14/2023	Special Project Coordinator	Extra Duty
Marcinko	Aimee	Teacher Visual Arts	MDN	9/22/2023		Request for Release from Contract
Lake	Ruby	Bus Aide	Transportation	8/30/2023	No Notice Given	Resignation

F-6—Gifts and Donations

The Governing Board approved the following submitted gift and donation items:

- \$115,148.00 to CDS from Arizona Cardinals/State Farm
- \$114,789.04 to THS from Arizona Cardinals/State Farm
- \$ 7,701.00 to MHS from University and Student Services, Inc.

- \$ 3,000.00 to DVH from Boys Golf Boosters
- \$ 100.00 to THS from Hulk Equipment Corp
- \$ 30.00 to CDS from Brett Nunn

F-7—Approval of Terms and Conditions of Building Renewal Grant Fund Applications with the Arizona Division of School Facilities for the weatherization assessment of McClintock High School (BRG-004825) and Marcos de Niza School (BRG-004826)

The Governing Board approved ratification of the Building Renewal Grant Fund Application terms and conditions for acceptance of monies from the Arizona Division of School Facilities for the weatherization assessment of McClintock High School (BRG-004825) and Marcos de Niza High School (BRG-004826).

F-8—Approval to Increase Multiple Cooperative Contracts for Fiscal Year 2023-2024

The Governing Board approved the increase of multiple cooperative contracts for fiscal year 2023-2024.

F-9—Approval of Amendment No. 1 to the Intergovernmental Agreement with Arizona Department of Economic Security, Rehabilitation Services Administration (RSA) for fiscal year 2023-2024

The Governing Board approved Amendment No. 1 to the IGA with Arizona Department of Economic Security for Transition Services through 2024.

G. Human Resources

G-1—Recruitment and Retention Data Report

- Dr. Keller reviewed certified and professional staff hiring by category for the 2023-2024 school year; 93 staff members have been hired.
- There were 7 positions not filled at the start of the school year; 1 has since been filled. Alternative solutions were put in place for the other 6 positions (collapsed classes; reassignment to other electives; teacher sharing across sites, long-term subs).
- Dr. Keller spoke on the recruitment trends from a national perspective. The application supply for job postings is down dramatically on a national-level.
- Dr. Keller reviewed certified staff demographics including race, years of experience, and average salary. Average years of experience is 15.4 years with an average salary of \$71,844.97. 76% of classroom teachers are White; 14% Hispanic, 6% Black; 3% Asian; and 1% Pacific Islander.
- Dr. Keller reviewed student demographics by race and gender. 45% of the student population is Hispanic; 33% White; 11% Black; 5% Asian; 5% American Indian and Alaska Native (AIAN); and 1% Pacific Islander. Student gender is split 49% female; 51% male, in comparison to teacher gender split, 41% male; 59% female. Dr. Keller discussed the student vs. teacher demographic comparisons.
- Dr. Keller provided information on teacher retention and attrition, depicting an 83% retention rate for the 2021-2022 school year. Resignation reasons include: starting a new career/business, going back to school, transportation/wanting to be closer to home, and work/life balance.
- Dr. Keller concluded the presentation by saying TUHSD mirrors national statistics. The teacher pool is shrinking, which is also shown through university enrollment numbers. Dr. Keller opened up the floor for questions from governing board members.
- Mr. Barraza asked for more information on the retention percentages for the 2023-2024 school year when available.
- Mrs. James asked for more information on changes to staff of color and to look into what other districts are doing for more representation.
- Mrs. Steele asked how we are providing equitable retention/incentives for each work group, like special education.
- Mr. Montero said he would like to see the data demographics on teachers who have applied.
- Mr. Barraza seconded, saying that he'd like data on the applicant pool, specifically, the quality of the applicant.

H. New Business

H-1—Resolution Recognizing Suicide Prevention and Awareness Month

On motion of Mr. Montero, seconded by Mrs. Steele and passed 4-0 (Mr. Montero: aye; Mrs. Steele: aye; Mr. Barraza: aye; Mrs. James: aye), the Governing Board approved the submitted resolution recognizing Suicide Prevention and Awareness Month.

I. Information Items

I-1—Requests for Future Agenda Items

- Mr. Barraza asked for a future presentation on employee benefits and an update to the Compadre Academy program that was moved to Marcos de Niza High School.

I-2—Governing Board Committee/Conference Update

No comment/questions.

J. Communications

J-1—From Governing Board Members

- Mr. Barraza thanked Sean McDonald for tours and follow-up on heat-related issues, and thanked Dr. Wilson for her time meeting.
- Mrs. James shared that she has attended many football games and wished everyone a happy fall break.
- Mrs. Steele thanked Ms. Hilgers for the update on Unified Sports in a recent board briefing and said she had gone to watch a game at Tempe High. Mrs. Steele said she also attended Marcos de Niza by teacher invitation to view the diversity mural and attend the advanced art class. Mrs. Steele read the gifts and donations.
- Mr. Montero wished everyone a happy fall break and said he has been attending several football games. Mr. Montero said he had visited Desert Vista High School with Principal White earlier in the day.
- Mr. Barraza asked Mr. McDonald to elaborate on the Arizona Cardinal Football donations. Mr. McDonald said the donations would go towards athletic-related items/school weight rooms.

J-2—From Acting Superintendent and Executive Team

No comment/questions.

K. Meeting Closing

Next Regular Meeting – October 4, 2023.

Adjournment – On motion of Mr. Montero, seconded by Mr. Barraza and passed 4-0 (Mr. Montero: aye; Mrs. Steele: aye; Mr. Barraza: aye; Mrs. James: aye) the meeting adjourned at 8:23 PM.

Armando Montero, President

Amanda Steele, Vice President

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