

OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
May 14, 2024

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The Regular Meeting of the Osborn School District Governing Board was called to order at 5:42 PM by Board President Ed Hermes.

Edward Hermes, Board President  
Luis Peralta, Board Clerk  
Violeta Ramos, Board Member  
Leanne Greenberg, Board Member  
Rhiannon Ford, Board Member  
Dr. Michael Robert, Superintendent

**Pledge of Allegiance/School Presentation/Land Acknowledgement**

The land acknowledgement was read by President Hermes followed by the pledge led by Montecito students.

**District Celebrations and Announcements**

1. 20, 25 and 30 year Employee Recognition
2. Retiree Recognition
3. You Make the Difference Award Recognition
4. Campus beautification projects—100+ trees on 6 campuses
5. PDG Grand Awards

Administrators recognized retirements, staff who have served the district for 20, 25 and 30 years and You Make the Difference Winners presenting them with awards and sharing a little bit about their time in Osborn.

A short break was called at 6:45 PM.

The meeting resumed at 7:02 PM.

**Consent Agenda**

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  1. April 16, 2024 Regular Meeting
- D. Approval of Personnel Items
  1. New Employees
  2. Extra Duty Contracts
  3. Employment Changes/Additions
  4. Resignations
  5. Terminations
  6. Retirements
  7. Leaves of Absence
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal
- I. Approval of the Renewal of the Employee Staffing Services Agreement with ESI
- J. Approval of the Renewal of the Host School Agreement with International TeachAlliance, a program of ESI
- K. Recommendation to approve the NEW job description for a Positive Behavior Intervention and Support (PBIS) Assistant

Mr. Peralta motioned to approve. Mrs. Ford seconded. Motion carried 5-0.

Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ramos aye  
Mr. Hermes aye  
Mrs. Ford aye

**Call to the Public**

None.

**Board Presentation**

None.

**Admin Reports**

President Hermes said he enjoyed reading the reports and commended Dr. Woodland for the impressive staff retention rates.

**Action Items**

**Adoption of Resolution Opposing HCR 2060 by the Arizona Legislature**

Members expressed their concern with HCR 2060 comparing it to SB 1070. Members stated their support of the resolution opposing HCR 2060 and said it is not good for the community or State.

Mrs. Ramos motioned to approve. Mr. Peralta seconded. Motion carried 5-0

Mr. Peralta aye  
Mrs. Greenberg aye  
Mr. Hermes aye  
Mrs. Ford aye  
Mrs. Ramos

**Approval of First Review of ASBA Policy Revisions:**

BEDB	Agenda
BGC-R	Policy Revision and Review
BGE	Policy Communications and Feedback
BGE-R	Policy Communications and Feedback
CCB-R	Line and Staff Relations
CFD	School Based Management
EB-R	Environmental and Safety Program
EBAA	Reporting of Hazards/Warning Systems
EBC	Emergencies
ECB	Building and Grounds Maintenance
EEAA	Walkers and Riders
EEAE-R	Bus Safety Program
GBEF	Staff Use of Digital Communications and Electronic Devices
GDC	Support Staff Leaves and Absences
IHA	Basic Instructional Program

IKF	Graduation Requirements
IMA	Teaching Methods
IMA-R	Teaching Methods
JFABDA	Admission of Students in Foster Care
JH	Student Absences and Excuses
JHD	Exclusions and Exemptions from School Attendance
JIH	Student Interrogations, Searches and Arrests
JJE	Student Fund-Raising Activities
JK-EA	Student Discipline
KB-EB	Parental Involvement in Education
KEC	Public Concerns/Complaints about Instructional Resources

Dr. Robert provided follow up to Mrs. Greenberg's previous questions about policy JFABDA related to timelines. He said ASBA provided confirmation the district would not be held accountable for compliance by another district.

Mrs. Ford moved to approve. Mrs. Ramos seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

#### **Discussion/Approval of Priorities for the [2025 ASBA Political Agenda](#)**

Members reviewed the items previously submitted as priorities and discussed items they would like to shift. Members agreed to submitting priorities and additional items as follows:

#### **Top Five Priorities**

- Repeal any program that gives public funds for private schools, vouchers (ESAs), and private school subsidies (STOs) and prevent any future expansion.
- Maximize state funding for competitive salaries to attract, recruit, and retain talented teachers and staff, including support for the AZ Teacher's Academy and efforts to increase the diversity of the teaching workforce, and for difficult to fill positions.
- Fully fund full-day kindergarten and include kindergarten students in the override calculations.
- State standardized testing shall not be used for any purpose other than a year over year measurement of student growth in the tested subject. Rethink and redefine the role and purpose of standardized testing and develop meaningful assessments and other measurable outcomes.
- Continue reforming ELL models and give schools flexibility and resources to administer them. Advocate for the repeal of Prop. 203 and replace it with research-based bilingual education.

Additional items for consideration

- Amend the Constitutional aggregate expenditure limit to reflect current education funding levels and priorities via legislative referral to the voters.
- Provide full-time funding for preschool programs in the K-12 funding formula.

President Hermes moved to approve. Mrs. Greenberg seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

**Approval of Revision to the 2023/24 School District Annual Expenditure Budget**

Mrs. Toscano said that this item is for action on the information shared during the Public Hearing.

Mrs. Greenberg commended Mrs. Toscano on her thorough presentation.

Mrs. Greenberg moved to approve. Mrs. Ford seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

**Approval to exceed 2023/24 M&O Budget Subsections**

Mrs. Toscano shared that this is a housekeeping item and is presented to keep the district in compliance.

Mrs. Ramos moved to approve. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

**First Reading of Policy DCA Management of Capital Reserves (General Fund Reserves)**

Mrs. Toscano said that this item is for a first read of the new policy discussed at the Work Study. She said that although items in the policy have always been recommended practice, the Arizona General is now adopting best practice maintaining funds to cover at least 2 months of operating expenses. It also covers guidelines for when these funds need to be accessed. The policy has been sent to counsel for review and will be brought back with any suggested changes for a second reading in June.

Discussion took place around the 17% requirement with Mrs. Toscano explaining that the 17% represents operating expenditures for 2 months.

Mrs. Ford moved to approve. Mrs. Ramos seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ramos aye  
Mrs. Ford aye  
Mrs. Ramos aye

**FY2025 Budget Committee Recommendations**

Mrs. Toscano noted that utilizing 2% inflationary funding from the State the committee is recommending a 2% salary increase for all staff. In addition to the 2% increase a \$1,250 retention stipend using remaining ESSER funds is recommended for staff returning to work for the 24-25 school year. Staff working less than 35 hours a week would have this amount prorated.

Mrs. Greenberg moved to approve. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

**Approval of FY25 Placement Pay Schedules**

Mrs. Toscano said there were no adjustments to the salary placement schedule noting that the 2% increase is intended for returning staff only and not an enhancement to the schedule.

Mrs. Greenberg said she would like to see what a step salary schedule would look like for the district and would love to see the district continually increase the salary schedule. She said she feels there is more clarity for staff when looking at a step schedule.

Mrs. Greenberg moved to approve. Mrs. Ramos seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ford aye  
Mrs. Ramos aye

**Board Development**

**[NSBA CUBE Annual Conference October 28-30, 2024 in Las Vegas, NV \(early bird rates through July 19\)](#)**

Dr. Robert shared the item was listed as information for member to consider attending.

### **Reflections**

Mrs. Ford thanked staff for all they do. She then read a prepared statement opposing the ESA voucher system and asked for reform.

Mrs. Ramos enjoyed the celebrations, seeing the dedication of staff and the commitment of the district to purchase food locally. She also expressed appreciation for the support of the resolution noting the number of people that left the area when HB 1070 was in effect.

Mrs. Greenberg expressed concern with the legislature. She said that although she enjoys being in Arizona it is difficult to see what may happen in the future.

Mr. Peralta expressed his pride in Osborn stating that in addition to being a destination district he would like Osborn to be an example district noting that the awards presented exemplify the many things the district is doing right.

President Hermes enjoyed the celebrations and recognitions. He also appreciated working with the ASBA priorities and is glad to have a platform advocating for our district. He said a shortfall has been created by the legislature with ESA's and the Board will do their part in advocating

Dr. Robert enjoyed the opportunity to celebrate people and noted that more than half of those recognized were classified staff.

### **Future**

#### **Mrs. Ramos**

- Would like to see how AZELLA scores of 8<sup>th</sup> graders are shared with the high schools they will be attending.

### **Adjournment**

President Hermes declared the meeting adjourned at 8:03 PM.

Minutes submitted by:

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Lisa Nye, Executive Assistant  
to the Superintendent and Governing Board

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Luis Peralta, Board Clerk