

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:32 p.m. by Board President Hermes.

**Present:**

Edward Hermes, Board President  
Luis Peralta, Board Clerk  
Ylenia Aguilar, Board Member  
Violeta Ramos, Board Member  
Leanne Greenberg, Board Member participating telephonically  
Dr. Michael Robert, Superintendent

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

Encanto Student Council member Christine led the pledge. Land acknowledgement was presented thru a recorded video.

Principal Carranza introduced student council advisors Ms. Goetter and Ms. Sanchez. Student council members Christine, Nathan, Sixto, Natalie, Jessica, Luna, Caitlyn and Elvis shared activities they are doing to live out Osborn values including fundraising and reading during Read Across America. Central High School Student Council Members Jasmine and Marie were introduced and shared that they worked together with Encanto Student Council Members to organize a dance and look forward to sharing with the Encanto students how the high school student council is run.

Recipients of the Spread LOVE award were then introduced by Principal Carranza and presented with a certificate and pin. Recipients were:

Joy - Ana Valencia  
Equity - Jodi Enriquez  
Relationships - Kimberly Pavlisick  
Growth - Ashley Goetter  
Integrity - Amanda Renning

Governing Board members expressed their excitement with the high school students Encanto Student Council Members working together.

Dr. Robert expressed thanks on behalf of staff to the Osborn Educational Foundation for their show of appreciation by arranging for the Traveling Cup coffee truck to visit each site for the second year and providing a drink for every employee.

Congratulating Director of Child Nutrition Mr. Alexander on achieving platinum level in the Arizona Department of Education's Farm Fresh Challenge Dr. Robert explained that districts achieving platinum level this year are also receiving \$1,000 to procure local produce.

President Hermes called for a break at 5:55 p.m.  
The meeting resumed at 6:02

**Consent Agenda – Approval of Items Since January Meeting**

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  - 1. January 17, 2023 Regular Meeting
  - 2. February 2, 2023 Work Study 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 of Equipment
- I. Out of state travel to the Conscious Discipline Institute on June 10-16 in Las Vegas, NV for school and district representatives, including Jeff Martin (CLA), Beth Anderson (CLA), Amanda Renning (ENC), Luis Valencia (ENC), Alex Parker (ENC), Elisa Morales (LNV), Dani Hernandez (LNV), Kat Perez (SOL), as well as up to 7 additional school and district-level support staff members still to be determined.
- J. Out-of-state travel to the LRP National Institute on Legal Issues of Educating Individuals with Disabilities from April 16-19 in New Orleans, Louisiana for school and district representatives, including Lead School Psychologist, Elizabeth Paz, Teacher on Special Assignment for Compliance and Curriculum, Jessica Bailey, Teacher on Special Assignment for Instruction and Curriculum, Kelsey Meyer, as well as 1 additional Special Education staff member still to be determined
- K. Out of state travel to ScratchWorks Inaugural Gathering in Austin, TX from April 23-26, 2023 for Cory Alexander.

President Hermes noted that there was not an item on the agenda related to Ms. Norwood.

Mrs. Ramos motioned to approve the consent agenda. Ms. Aguilar seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Call to the Public**

Cecilia Chevalier, Master Teacher at Solano read a prepared statement sharing her displeasure that Principal Norwood would not be returning for the 2023-2024 school year. Questioning the disruption, she said her concerns are with what is best for students.

Maria Isabel Jordan expressed her support of Principal Norwood and her strong leadership. Ms. Jordan asked that members reconsider.

Community member Adora Lewis said that she found the questioning of Principal Norwood's leadership unnerving. She asked for transparency from the Board and for members to look at the facts and the website that will support Principal Norwood's successes.

Sandra Bassett said that as a CEO she has the responsibility of providing clarity, guidance and understanding. She stated the need for accountability; questioning non-renewal of a contract for someone who has exceeded expectations.

Community member Tonya Pearson said that she does not accept Principal Norwood's resignation and encouraged Board members to not accept it. She said her understanding is that the non renewal of Principal Norwood was not based on performance rather had more to do with personality. She stated the need for documentation noting that she and others will be watching to see how this situation is handled.

### **Board Presentation** **Marketing and Enrollment**

Mr. Stacey shared his areas of focus which included brand awareness, social media and community connections. He said that the district's following has grown with both Facebook and Instagram since August and anticipates seeing continued growth on social media accounts. Mr. Stacey shared that connecting with neighborhood associations, Mike on the Street and getting print media into the public are examples of making community connections. Looking at future plans he shared his hopes of organizing an Osborn 10K run.

Dr. Robert then presented information on enrollment sharing that since 2013, enrollment has declined from 3004 to 2409. Discussion took place related to smaller cohorts of students at higher grade levels, building community among the sites and introducing students to their next school as the next grade level as opposed to making a decision as to what school they will be attending the next year. Dr. Robert stated his goal is to have a 3% increase per year and shared thoughts around how to build enrollment to achieve that goal.

A short discussion followed and members thanked both Mr. Stacey and Dr. Robert for their presentation.

### **Admin Reports**

President Hermes requested clarification on the update from the capital committee. Dr. Robert said that after visiting school sites and meeting with principals and directors, Mr. Rafferty and Mr. Brubaker will be sharing the information gained from those conversations with the committee.

### **Approval of Revised Job Description for the Psychologist Intern Position**

Dr. Woodland said the request is for approval of the revised psychologist intern position which will now include duties that will make the position exempt.

Ms. Aguilar moved for approval. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Action Items**

**Approval of 23-24 SY Support Professionals Salary Schedule to Include Psychologist Intern Position**

Dr. Woodland stated that with the reclassification of the Psychologist Intern position, it will now be placed on the admin support professional schedule.

Ms. Ramos moved for approval. Ms. Aguilar seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Recommendation to Issue 2023-24 Certified Teacher Contracts**

Dr. Woodland said that in order to issue teacher contracts, the recommendation is to issue at current amounts and revise if additional funds become available. She noted that contracts will be issued without a location and includes a retention stipend, and if approved will be issued right away.

Ms. Aguilar moved for approval. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval of an \$800 Early Contract Return Stipend for Returning Employees**

Mrs. Toscano shared that the first recommendation from budget committee includes a move to a monetary incentive rather than additional annual leave days for early contract return. She said the district typically sees an 85-90 percent return rate. The district will be utilizing ESSER II dollars for funding the stipend. Providing background, Dr. Robert added that several years ago employees were not receiving the number of leave days received today. Receiving fewer days made it difficult for staff working with students who could easily deplete their yearly leave the first month of school due to illness. However, the number of days has increased through the last several years and with additional days captured with early return of contracts, staff have had an opportunity to build up their leave banks making a monetary incentive favorable.

Mrs. Ramos moved for approval. Ms. Aguilar seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval of a Retention Stipend for the 2023-2024 School Year for all Returning Employees**

Mrs. Toscano explained that Budget Committee budgeted for the largest return to staff of COVID Recovery funds in the final year. Explaining that the committee recommendation for retention stipends would give staff with the district since the start of the pandemic the larger amounts. All returning staff would receive \$1,000 in the spring with an additional \$1,000 paid in August; excepting hourly staff who will receive \$1,800 in August (\$1,000 plus \$800 early contract return offered to contracted staff). Additionally, staff would receive tiered amounts of \$500-\$2000 based on the 4 years in post COVID recovery using ESSER II and ESSER III funds. Total cost will be 2.3 million.

Ms. Aguilar moved for approval. Mrs. Greenberg seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval to Waive Policy BGB Allowing for Policy Adoption of JFB-RB at a Single Meeting**

Dr. Robert stated wavier of policy BGB allows for policy adoption in a single reading. The request is being made for adoption of JFB-RB, the next item on the agenda.

Ms. Aguilar moved for approval. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval of Adoption of Regulation JFB-RB Open Enrollment- School of Choice Application Procedure**

Dr. Robert explained that in January members approved policy JFB which addresses regular open enrollment. The dual language program is a school of choice program offered by the district. Because it is a school of choice program the district is required to have an approved process for admitting students up to capacity. He explained that enrollment will be based on priority as stated in the regulation.

Ms. Aguilar moved for approval. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval of Second Reading of Revisions to the Following ASBA Policies:**

IHAMB-EA- Family Life Education  
IHAMB-EB Family Life Education  
IJL-E Library Materials Selection and Adoption  
FABDA- Admission of Students in Foster Care  
Regulation-JFABDA- Admission of Students in Foster Care  
JHD-EB- Exclusions and Exemptions from School Attendance  
KB-EC- Parental Involvement in Education

Dr. Robert stated that this is the second reading of these policies and assured that the district will be in compliance with library policies prior to making purchases.

Ms. Aguilar moved for approval. Mrs. Ramos seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**Approval of Governing Board Resolution Advocating for Safer Routes to School**

President Hermes explained that the Safe Routes to School committee met several times as well as meeting with partnering schools, ASU and neighborhood associations. All agreed that for the walking neighborhoods getting kids to school safely was a concern. The committee looked at different ways to make it safer to walk to schools. Approval of the resolution will be part of the culmination of voices and resolution of solutions in speaking with the City about addressing the issue.

Mr. Peralta moved for approval. Ms. Aguilar seconded. Motion carried 5-0.

Mr. Hermes aye  
Mr. Peralta aye  
Ms. Aguilar aye  
Mrs. Ramos aye  
Mrs. Greenberg aye

**INFORMATION UPDATES**

**Board Development**

**Governing Board Member Discussion of the Governance Core Introduction and Chapter**

**1**

- a. Good Politics + Good Governance**
- b. Positive Drivers of Policy**
- c. Five Major Themes of Good Governance**

President Hermes expressed his desire to have a discussion at the next meeting giving all members a chance to complete the reading. Members agreed to begin the discussion at the March Work Study allowing time to complete discussions before the end of the year.

### **Reflections**

Mrs. Ramos enjoyed seeing the high school student government students work with elementary students noting beauty of the confidence and relationship of the students. She also appreciated the award from ADE to the Child Nutrition Department that focuses on raising healthier individuals.

Mrs. Greenberg is excited to talk more about the book during the upcoming Work Study and is proud that the district is offering stipends for retention and early return of contract.

Ms. Aguilar appreciates starting meetings with students noting the reminder they bring of why the work is important. She enjoyed the marketing presentation and stated her pride in the work being done in that area. She also loved learning about what the district is doing and the work the district is going to be engaging in.

Mr. Peralta enjoyed hearing about the relationship between Central High School and Osborn students as well as the award for the Child Nutrition Department.

Mr. Hermes stated his excitement about the great things happening in the district. He said he appreciates remembering the joy and happiness while planning through the challenges and looks forward to seeing what lies ahead.

Dr. Robert stated it is always a joy having the youngest kids present commending them on their presentation. He also enjoyed celebrating the great things happening in the Child Nutrition Department. He then said he is glad to be in a space where people are able to express themselves and can speak when they feel compelled to do so. He then applauded Mr. Stacey for making connections at the schools and building relationships.

### **Future**

#### **Mrs. Ramos**

- Would like to see updates/presentations on what is learned after staff return from out of state travel
- Update on Kinder numbers

#### **Mr. Peralta**

- Discuss equity policy
  - would like to see it on the website
  - Have a policy that is easy to understand
  - Have an equity policy that can be adopted

**Adjournment**

President Hermes declared the meeting adjourned at 7:48 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