

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:31 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
Dr. Michael Robert, Superintendent

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

Dr. Robert led the pledge. Mr. Peralta read the land acknowledgement.

Recognizing the efforts and hard work of both students and staff, Dr. Robert congratulated those who have completed AZELLA exams and wished luck to those preparing for the 5th and 8th grade English Language Arts and Math exams.

He then shared activities from the school sites expressing appreciation for the opportunities to have families on campuses making note of the transportation departments participation in Read Across America.

The following staff were recipients of the Spread LOVE awards:

Transportation

Maurice 'Mo' Tuttle - Integrity
Maria Flores- Growth
Santio Prather - Relationships

Business Services

Frances Staron- Relationships

HR

Daniela Mendoza- Growth

Child Nutrition

Integrity - Maria Dagnino
Joy - Maria Sanchez
Relationships - Kayla LaLone

IT

Gerarde Batalla- Growth

President Hermes called for a break at 5:44 p.m.

The meeting resumed at 5:50 pm.

Consent Agenda – Approval of Items Since February Meeting

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes

1. February 21, 2023 Regular Meeting
 2. March 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
- I. Out of state travel to the Annual Nutrition Conference (ANC) in Denver, CO from July 8, 2023 through July 12, 2023 for Nayra Amado, Maria Dagnino, Jennifer Houston, Maria Dominguez, and Cory Alexander.
 - J. Out of state travel to attend the Arizona Association of School Business Officials Spring Conference in Laughlin, Nevada April 5-7-, 2023.
 - K. Out-of-state/Out-of-country travel to the Empowerment Ecosystem Summit to participate/co-facilitate learning on grading and assessment from May 11-13 in Vancouver, BC, Canada for district representative Melissa Robinson, Curriculum Specialist for Data and Assessment
 - L. Renewal of Cox E-rate Contract- Year 4

Mr. Peralta motioned to approve the consent agenda. Mrs. Greenberg seconded. Motion carried 5-0.

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

Call to the Public

There were no requests.

Admin Reports

Dr. Robert provided clarification on the enrollment report explaining fluctuation in the year to year and January numbers. He stated that he will gather additional information and report back to members.

Recommendation to Approve 2023/24 Employee Fringe Benefit Plans

Dr. Woodland provided an overview of plan offerings for the 23-24 school year noting that Because Co-pay, PPO and HDHP plans are provided free to employees, staff will not be affected by the 5% increase reflected. The increase will cost the district an additional \$94,000 with \$60,000 coming from M and O. She explained that in addition to the health benefits reviewed, Teledoc and mental health benefits are also available at no charge. Ancillary benefits include TDA and Delta Dental, vision and gym membership. Costs for Delta Dental and Real

Appeal gym membership offerings have increased by 3% which will be covered by staff who elect to participate in these offerings.

Mrs. Greenberg expressed concern with the cost for staff to include their families or dependents on their plan as well as the increased cost of the plans. Dr. Woodland assured that COO Toscano was diligent in her comparisons and found that the 5% increase in cost is below market with some experiencing double digit increases.

Conversation continued about plans offerings with a request made to have further conversation about offerings that would assist staff with families.

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

Action Items

Recommendation to issue 2023-24 Other Professionals, Classified Exempt, and Administrator Contracts

Dr. Woodland stated that the recommendation is to issue contracts at current amounts and revise if additional funds become available.

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

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

Approval of first reading to revise policy KB- Parental Involvement in Education (removing language intended for reference not as part of policy)

Dr. Woodland explained that during a conversation with counsel it was realized optional language intended for clarification, was included in the manual.

Dr. Robert stated the district intended to have the long form of the policy in the manual and confirmed the item will be brought back for a 2nd reading.

Mrs. Greenberg 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 E-rate Vendor Selection – Infrastructure Project

Mr. Dana explained that Logicalis is being presented as the vendor for approval to provide Wi Fi for Solano Elementary. Osborn will be responsible for 15 percent of the total cost with the remaining 85% covered through USAC E-rate funding.

Mrs. Ramos 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

FY22 School District Spending Report

Dr. Robert provided an overview of the report explaining districts Osborn is compared with noting the district total classroom spending is approximately 70%. He further explained that when looking at transportation costs, the district spending is high in comparison, due to many routes for McKinney Vento students. When comparing Osborn with others in the area of average teacher salaries he explained that with many teachers leaving their professions during COVID, the district has lower rates due to teachers being in the first three years of their professions. Explaining that Osborn is at the high end of poverty rates among its operational peer group, he shared that the average score used to determine average scores is higher than those districts who share similar poverty rates as Osborn. Among districts with higher poverty rates, Osborn averages exceed its peers, but when compared to the peer group Osborn is in, the numbers do not reflect the same rate due to the average scores used to determine placement being higher.

Governing Board Member Discussion of the Governance Core Introduction and Chapters 1, 4 and 5

After confirming chapters to be discussed, members discussed highlights.

President Hermes expressed a desire to have space for deeper conversation about strategic plans and goals.

Mrs. Ramos said she feels the Board is cohesive in its thinking and would like to explore ways of including everyone in a conversation about strategic planning.

Mrs. Greenberg said she would like to have a look at ways the Board could receive more feedback and opportunities for more dialog. She would also like to consider a handbook making it easier for future incoming Board members.

Mr. Peralta said he agrees with the recommendation in the book about hearing from people making the decisions and would like to encourage bringing staff together with the Board.

Ms. Aguilar said having something in place for new Board Members that explains the role of being on a Board and how to work with the Board would be helpful. She said the Board has always been healthy and able to have discussion but trying to learn about being a Board Member can be overwhelming.

President Hermes thanked members for the discussion noting that chapters 6 and 7 would be discussed at the next meeting.

INFORMATION UPDATES

Board Development

Reflections

Referring to Ms. Mendoza's story of beginning as a student of Osborn and then working for the district, Mrs. Ramos stated her enjoyment of hearing the stories of Osborn. She also appreciates that the district makes home language a priority and the availability of mental health resources for staff.

Mrs. Greenberg expressed thanks for having a great community. She also enjoyed being at Encanto for Read Across America and noted she would like to do more that involves being at the school sites.

In honor of Women's History Month Ms. Aguilar recognized the women on the Board and women who were present. Reflecting on the conversation about Ms. Mendoza she said her story is full circle and says a lot about the school and community. Reflecting on her own journey, she appreciates hearing newer members recognizing the importance the district places on bilingual learning and that mental health is offered noting the difference these things make in lives every day. She said she also appreciates being part of the community.

Mr. Peralta enjoyed hearing what is happening from the administration office and appreciates their work, being in Osborn, and part of a unified board.

Mr. Hermes has enjoyed all of the activity since the February meeting and being out in the community adding that there is still work to be done related to teacher pay.

Dr. Robert stated his appreciation for working in a field where he receives a pension and health care adding that these are things he does not take for granted. He said that although there are always things that can make things better he is grateful that the district has been able to expand ancillary benefits and is still able to offer full health care benefits at a time when others haven't been able to.

Future

Mrs. Ramos

- Information from exit interviews
- Work Study discussion on strategies of bringing testing scores up

Mrs. Greenberg

- Schedule time to have Board Members at a school at least monthly
 - Rotation of 1-2 members who volunteer on campuses in the classroom, clean up etc.
- List of stipends and discuss areas that have potential to grow
 - Look at stipends not being used as well as possibility of offering stipends for positions that are hard to fill

Mr. Peralta

- Pre-approval of Board travel
- Would like to attend the NALEO Annual Conference

Mr. Hermes

- Teacher staff retention
- Parental leave
- Child care

Adjournment

President Hermes declared the meeting adjourned at 7:12 pm.

Minutes submitted by:

Lisa Nye, Executive Assistant
to the Superintendent and Governing Board

Luis Peralta, Board Clerk