

OSBORN SCHOOL DISTRICT NO. 8
Governing Board Regular Meeting
May 16, 2023

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:35 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. President Hermes read the land acknowledgement.

Staff were recognized for 20 and 25 years of service, retirement and You Make the Difference.

President Hermes called for a break at 6:30 p.m.

The meeting resumed at 6:45 p.m.

Consent Agenda – Approval of Items Since February Meeting

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
 - 1. April 18, 2023 Regular Meeting
 - 2. May 4, 2023 Work Study
 - 3. May 4, 2023 Public Hearing
- 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. Approval of Subcontract Agreement Between Osborn School District and Arizona Teacher Residency Program

Ms. Aguilar motioned to approve. Mr. Peralta seconded. Motion carried 5-0.

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

Call to the Public

President Hermes noted that requests received would be speaking later when the item is up on the agenda.

Admin Reports

President Hermes expressed appreciation for the updates and to Dr. Woodland for her work to fill vacancies in the district.

Action Items

Discussion/Approval of Priorities for the 2023 ASBA Political Agenda

Members had a short discussion about priorities they would like to see move forward and will email their priorities to the Superintendent's Office.

Mr. Peralta provided an overview of the process.

Budget Committee

Carol Sandoval stated that she has worked in the district for 30 years and has received raises based solely on cost of living raises. She shared that although she has received raises the past few years, that the wage increases have not been at the same amounts as teachers, stating that classified staff are hard workers and have the same expenses as everyone. She said that all staff are important and she doesn't want to have to live paycheck to paycheck.

Representing the Osborn Education Association OEA co-chairs Storm Gerlock and Erica Switalla stated their support of the FY24 recommendation brought for approval by the Budget Committee. Providing an overview of the committee's work, Ms. Gerlock said that although there was uncertainty around available money for raises that the committee found funds to extend increases to all staff.

Mrs. Switalla said that OEA advocated for and supports the districts use of funds and is in full support of the budget presented.

Erica Switalla read a statement written by Samantha Lopez (also present) indicating that due to rising costs and the need to make a living that she may have to leave the district in order to make higher wages.

FY2024 Budget Committee Recommendations

Mrs. Toscano explained that although the district has received a total of \$759,000 one time dollars from the state the funds cannot be used to support wage increases because they are one time dollars. She then provided an overview of the working list used by budget committee explaining mandatory items to fund. Commending committee members for their work she explained that beginning with a deficit made the task more difficult.

The recommendation is reflected below and will be funded using both contingency and capital dollars transferred to M and O budget.

Hourly staff

- 8% increase and enhancement to the schedule.

Admin exempt

- 8% increase for returning staff with no schedule enhancement.

Teacher

- BA enhancement of \$5,000
- MA enhancement of \$2,000
- Additional 2,000 for all teachers from performance pay. This will be a permanent salary increase and leaves \$500 to be allocated through performance pay
- \$5000 or 8% whichever is more (based upon current pay)
- Pay equity of \$500 or \$1000 for teachers with 2-4 years in Osborn (based on the number of years)

This brings the BA starting teacher pay to \$50,000 in the district.

Support Professionals

- \$5000 or 8% whichever is more (based upon current pay)

Ms. Aguilar thanked Mrs. Toscano for her work noting the challenges faced for staff receiving the lowest wages.

Mrs. Greenberg stated her appreciation for the time and effort of committee members adding that for the sake of transparency she would like to have consideration given to a move to a salary schedule with steps.

Speaking in support of the recommendation, President Hermes said that as a member of the committee he appreciates that the budget is a reflection of district values and is proud to have a \$50,000 starting teacher salary.

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

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

Approval of FY24 Placement Pay Schedules

Dr. Woodland stated that the item is for approval of the FY24 Placement Pay Schedule and includes a teacher pay increase and starting pay of \$50,000. The classified hourly schedule moves starting pay from \$13.85 to \$14.96. The only change to the classified exempt schedule to group C for the Network Engineer position increasing the placement pay from \$70,000 to \$85,000. There were no changes to the Admin schedule.

Ms. Aguilar moved to approve.

Dr. Woodland provided clarification for Mrs. Greenberg of factors used to determine placement on the min, mid and max schedules.

Mrs. Ramos seconded. Motion carried 5-0.

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

To Consider, Discuss, Amend If Desired, And, If Deemed Advisable, To Adopt A Resolution Ordering And Calling A Special Bond Election To Be Held In And For The District And Authorizing The Finance Director To Comply With Certain Sections Of The Internal Revenue Code.

Mrs. Toscano shared that as the work of capital committee wraps up the capital needs assessment, the committee recommendation is to call for a \$100 million bond election.

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

To Consider, Discuss, Amend If Desired, And If Deemed Advisable, To Adopt A Resolution Ordering And Calling A Special District Additional Assistance Override Election To Be Held In And For The District And Declaring The Deadline For Submitting Arguments “For” And “Against” The Election To The Maricopa County School Superintendent As August 11, 2023 At 5:00 P.M.

Mrs. Toscano said that \$1.5 million per year for 7 years would be used for district curricular needs. The Board will have an opportunity to provide a pro statement.

Mrs. Greenberg 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

Board Development

[NSBA CUBE Annual Conference](#) September 14-16, 2023 in Chicago, IL

[ASBA Summer Leadership Institute](#) June 8-10, 2023 in Flagstaff

Dr. Robert shared that hyperlinks included on the agenda can be used to find out additional information about both the NSBA and ASBA Conferences listed.

Governing Board Member Discussion of The Governance Core Chapters 9-10

President Hermes stated that due to the length of the meeting he would like to table the discussion.

Ms. Aguilar left the meeting at 7:45 p.m.

Reflections

Mrs. Ramos wished those present a happy teacher appreciation week and enjoyed the staff recognition adding that the food was delicious.

Mrs. Greenberg also enjoyed the food and appreciated that Encanto's update mentioned inclusion. She said as educators, she hopes all enjoy the last few days with students noting that the relationships formed will be remembered by the students.

Mr. Peralta enjoyed the food and the show of support by and for classified staff.

President Hermes enjoyed the number of people in attendance and excitement of the meeting. He said it felt like a big meeting with the discussions around wages and upcoming election items. He appreciated the professionalism and expressed pride in all for rising to the occasion to improve the district.

Dr. Robert thanked Mr. Alexander for providing the food. He stated the importance of the link between the budget and the bond and of being strong fiscal stewards of public dollars. He said there were great things that happened during the meeting and is interested to see how all the pieces will fit.

Future

Mrs. Ramos

- Teacher retention scores- (SKR ratings)

Mrs. Greenberg

- Suspensions and how to best support OMS

Mr. Peralta

- Review of policy H - Meet and Confer

President Hermes

- Safe Routes to School for OMS

Adjournment

President Hermes declared the meeting adjourned at 7:54 pm.

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Minutes submitted by:

Lisa Nye, Executive Assistant
to the Superintendent and Governing Board

Luis Peralta, Board Clerk