



LIBERTY SCHOOL DISTRICT No. 25
Governing Board Minutes

TIME: April 8, 2019 – 6:30 PM
PLACE: Jerry Rovey District Facility, 19871 West Fremont Road, Buckeye, AZ 85326

I. OPENING MEETING

1. Mr. Paul Jensen, Governing Board President, called the meeting to order at 6:30 p.m. Governing Board members constituting a quorum were present: Mr. Mark Aguire, Mrs. Yolanda Lopez-Bearden, Mrs. Kathy McNamara, and Mr. Jeffrey Turbitt.
2. Pledge of Allegiance was led by Mr. Turbitt
3. School Presentation / Recognitions

- School Presentation - Westar Elementary School
A group of students from Westar performed songs from the upcoming play, Annie Jr., led by Mr. Mike Orme, Westar Elementary School Music teacher. Mr. Bogart acknowledged Mrs. Bagley, Mrs. Kirby, and Mr. Orme for their time and dedication to the students. Mr. Bogart shared Westar's ELA and Math goals and strategies. He presented non-academic goal as dropping chronic absences from 17% to 14% and strategies they are using to accomplish this goal.

A motion by Mrs. McNamara, a second by Mr. Turbitt was entered to approve the Regular Agenda form and temporarily suspend Governing Board Policy with which this agenda may be inconsistent. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted "aye", and the motion carried.

II. ADMINISTRATIVE REPORTS

1. Teacher Advisory Group - Dr. Shough
Dr. Shough shared the purpose of the Teacher Advisory Group which gives teachers the opportunity to generate ideas and raise concerns and the opportunity for district administration to gain feedback on issues or decisions. She gave a summary of the selection process, meetings, and topics addressed throughout the current year. The expectation is that members of the group communicate and gather feedback from their peers. Mr. Turbitt asked if teachers met with their principals to share information discussed at the meetings, all principals present stated that they did. Mr. Aguire requested that teachers present at the Governing Board Meetings to hear the voice of teachers of the District. Dr. Shough stated she would speak with the group and suggested having them share out once a trimester the following year.
2. Updated Budget Interest Priorities and Options for Possible Maintenance and Operations Override - Mrs. Baysinger reviewed information from updated budget interest priorities and possible M&O Override Election. She reviewed what an M&O Override is and purpose. Ms. Baysinger provided override options, election timelines to consider. Each Governing Board Member weighed in on their opinion as to whether or not to increase from a 10% to 15% and when the district should go out for an election.
3. Attendance/Enrollment Report - Dr. Shough
Dr. Shough presented data on attendance and enrollment for the month of March. Governing Board Members asked about absences and how chronic absences were handled. Mr. Nuttall shared processes and information as to when the CUTS Truancy Officer would be contacted.

III. CONSENT AGENDA

A motion by Mr. Turbitt, a second by Mr. Aguire was entered to approve the April 8, 2019 Consent Agenda as presented. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

1. Approval of Minutes of the March 4, 2019 Regular Board Meeting and the March 21, 2019 Special Board Meeting

2. Approval/Ratification of Payroll Vouchers 124, 125, 1024 and 1025 in the amount of \$1,563,212.65
3. Approval/Ratification of Expense Vouchers 1934, 1935, 1936, 1937 and 1938 in the amount of \$949,139.77
4. Approval of Student Activity Fund for the month of February, 2019
5. Approval of Gifts & Donations for March, 2019
6. Approval of Personnel Action Items

IV. GENERAL BUSINESS

1. Discussion/Consideration to Approve Student Extracurricular Activity Fees for Fiscal Year 2020
Mrs. Baysinger stated in order to help offset a portion of the cost of all extracurricular programs and the ability to provide opportunities equitably to all schools the administration is proposing the following fees: a \$25 Extracurricular Athletics (per sport/activity), \$25 Extracurricular Science Olympiad, and \$5 for all other Extracurricular Activities with option to charge for program operations. The district will continue to provide waivers due to financial hardship. Mrs. McNamara requested the \$25 per sport be included in the letter. A motion by Mr. Aguire, a second by Mrs. Lopez-Bearden was entered to approve the Student Extracurricular Activity Fees for fiscal year 2020 as presented. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried
2. Discussion/Consideration to Approve Discontinuation of In-District Open Enrollment Transportation
Mrs. Baysinger stated the Governing Board had previously shown an interest to create budget savings. She shared information of a Transportation Study was previously presented that proposed that discontinuing transportation provided for in-district open enrollment would allow for cost savings, greater efficiencies, and sustainability. Gaining capacity in bus routes would allow for a greater opportunity to facilitate cross-district collaboration and common professional development if school times were adjusted. Mr. Turbitt asked if district administration had received many phone calls or concerns. Dr. Shough shared that administration had not received any phone calls, and parents attending the Parent Advisory Meeting wanted to know as soon as possible in order to make arrangements. A motion by Mrs. Lopez-Bearden, a second by Mrs. McNamara was entered to approve Discontinuation of In-District Open Enrollment Transportation. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried
3. Discussion/Consideration to Approve Option 1, Option 2, Option 3, or Option 4 for Fringe Benefits Package; FY20
Mr. Nuttall presented four options based on feedback from a previous meeting. Guidelines utilized for recommended options included: employee responses to survey, equalize the changes for all employees, fiscal responsibility and maximizing savings to the district, year-over-year sustainability and maintain a variety of plan options based on needs and coverage preference. Pros and cons were shared for each option. Option 4 was stated as the most favorable. The Liberty School District would contribute \$550.24/month for insurance which includes \$508.28 for Medical, \$38.11 for Dental, and \$3.85 for Vision. Additionally, the district would contribute \$750 to HDHP participants. A motion by Mrs. McNamara, a second by Mr. Turbitt was entered to approve Option 3 for Fringe Benefits Package; FY20. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried
4. Discussion/Consideration to Approve Support Staff Wage Schedule for 2019-2020
Mr. Nuttall recommended the Governing Board approve the 2019-2020 Support Staff Wage Schedule which incorporates a 1.5% increase across the board with the exception of employees making less than \$12.00/hour. That employee group will receive an increase on January 1, 2020, when the minimum wage increases to \$12.00/hour. A motion by Mr. Turbitt, a second by Mr. Aguire was entered to approve the Support Staff Wage Schedule for 2019-2020. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
5. Discussion/Consideration to Approve Language for Support Staff At-Will Employee Work Agreements
Mr. Nuttall recommended approval of the language for Support Staff At-Will Work Agreements. The language in the agreement titled "Notice of Indefinite Term Appointment" provides updated contract language which defines the "at-will" agreements. The language reword was revised per legal advisement. A motion by Mr. Aguire, a second by Mrs. Lopez-Bearden was entered to approve the Language for Support Staff At-Will Employee Work Agreements. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried
6. Discussion/Consideration to Approve Language for Terminating Certified Teacher Contracts

Mr. Nuttall shared these types of contracts were teachers that were hired for the balance of the year. A motion by Mrs. Lopez-Beard, a second by Mrs. McNamara was entered to approve the Language for Terminating Certified Teacher Contracts. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried

7. Discussion/Review of Governing Board Policy GCCG - Sick Leave Bank as Recommended by the Liberty Elementary School District Administration and Arizona School Board Association - First Reading

Mr. Nuttall shared the Teacher Advisory Group had requested district administration bring forth a Sick Leave Bank policy. Policies from other districts were compiled for comparison. A draft copy was created, sent to legal for review, feedback was provided and a revised draft was presented to the Teacher Advisory Group. Budgetary impact analysis was added to the budget interest which were discussed in the January Work Study Session. Mr. Nuttall stated staff members were required to contribute sick leave in order to be eligible to apply to the Sick Leave Bank. Mr. Aguire asked what would happen to excess days donated, Mr. Nuttall shared they would roll over to the following year. The Governing Board Policy GCCG- Sick Leave Bank was reviewed. First Reading

8. Discussion/Consideration to Approve Occupational Therapist (OT) Job Description
Ms. Ryan recommended approval of the Occupational Therapist (OT) job description in order to recruit in-district employees for special education related services. Duties and responsibilities have been identified to align with current federal and state requirements and district needs. A motion by Mrs. McNamara, a second by Mr. Turbitt was entered to approve the Occupational Therapist (OT) Job Description. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried

V. GOVERNING BOARD REPORT, COMMENTS ON AGENDA TOPICS OR RECOMMENDED AGENDA TOPICS ADDITION

1. Governing Board Update
 - o Mr. Jensen – Attended an ASU Innovation Emerge Conference on March 30th which had lots of cool STEM, he will share out information next year prior to the conference.
 - o Mr. Aguire – Requested a presentation for SOS for information regarding Education Bills that had passed, failed, which were good, and/or bad.
 - o Mrs. Lopez-Bearden - Asked if the district had tapped into the Special Olympics to see what they could offer the students.
 - o Mrs. McNamara – Requested information on Educational Bills pertinent to the district. She congratulated Westar Elementary and Freedom Elementary Schools for competing at the State Science Olympiad competition and a special congratulations to Estrella Mountain students for placing 2nd missing first place by one point.
 - o Mr. Turbitt - Shared that now that he had been educated on leave, he will be asking more questions moving forward.

VI. UPCOMING GOVERNING BOARD MEETINGS:

April 29, 2019 - Special Board Meeting

May 13, 2019 - Regular Monthly Board Meeting

VII. ADJOURNMENT OF BOARD MEETING

A motion by Mr. Turbitt, a second by Mr. Aguire was entered to adjourn the Governing Board Meeting at 8:49 p.m. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

Signed:

Date:

May 13, 2019