



**LIBERTY SCHOOL DISTRICT No. 25**  
**Governing Board Minutes**

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

**I. OPENING OF PUBLIC HEARING**

1. Mr. Paul Jensen, Governing Board President, called the meeting to order at 6:32 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. Aguire
3. Information/Discussion Fiscal Year 2019-2020 Adopted Annual Expenditure Budget  
Ms. Baysinger stated pursuant to A.R.S. 15-905 a Governing Board must prepare a Proposed Annual Expenditure Budget for the next fiscal year prior to July 5th each year. Subsequent to that action an Adopted Annual Expenditure Budget must be approved by the Governing Board by no later than July 15th of each year. The Governing Board at their last regular meeting held on June 17, 2019, after review at a public hearing, approved the Proposed Annual Expenditure Budget for 2019-2020 as presented. Subsequent to that action, public notice requirements have been formally met to afford the public the opportunity to review that budget. Tonight, July 8, 2019, we will meet the final requirement of holding a hearing which once again will allow comments from the public. Finally, it is important to note that all forms and the dollar amounts used in the preparation of the Proposed Budget remain the same with the only reference changing is that the documentation now reflects this information as the officially “Adopted Version” of the budget for the current fiscal year. Based on all of the above actions, the administration is recommending and requesting that the Governing Board formally adopt the same Proposed Budget presented as their official Adopted Annual Expenditure Budget for 2019-2020. This was an information item. No action was taken.

**II. ADJOURNMENT OF PUBLIC MEETING**

A motion by Mrs. McNamara, a second by Mr. Turbitt was entered to adjourn the Public Hearing at 6:39 p.m. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted ‘aye’, and the motion carried.

**III. OPENING MEETING**

1. Mr. Paul Jensen, Governing Board President, called the meeting to order at 6:39 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 not recited due to it being recited at the beginning of the Public Hearing.
3. A motion by Mr. Turbitt, a second by Mr. Aguire 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.

**IV. CALL TO THE PUBLIC - None**

**V. CONSENT AGENDA**

A motion by Mr. Aguire, a second by Mr. Turbitt entered to approve the July 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 June 17, 2019 Regular Board Meeting, and the June 29, 2019 Work Study Session
2. Approval/Ratification of Payroll Vouchers 134, 135, 1034, 1035 and 1036 in the amount of \$444,080.99

3. Approval/Ratification of Expense Vouchers 1949, 1950 and 1951 in the amount of \$ 538,506.70
4. Approval of Student Activity Fund for the Month of May, 2019
5. Approval of Gifts & Donations for June, 2019
6. Approval of Personnel Action Items
7. Approval of Intergovernmental Agreement (IGA) Between Maricopa County, on Behalf of the Maricopa County School Superintendent's Office, and Liberty Elementary School District No. 25 for Management and Support of the School District Financial System
8. Approval of Intergovernmental Agreement Between Maricopa County, By and Through the Maricopa County School Superintendent, and Liberty Elementary School District No. 25 for Election Services

## **VI. GENERAL BUSINESS**

1. Discussion/Consideration to Approve Fiscal Year 2019-2020 Adopted Annual Expenditure Budget  
Mrs. Baysinger stated information was provided earlier during the Opening of Public Hearing. A motion by Mrs. Lopez-Bearden, a second by Mrs. McNamara was entered to approve Fiscal Year Proposed Annual Expenditure Budget. 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 the Arizona School Facilities Board FY2020 Capital Plan  
Mrs. Baysinger stated annually the Arizona School Facilities Board (ASFB) requires School Districts to submit a Capital Plan to help determine statewide facility needs over the next four years or land needs within the next ten years. The plan requires formal Governing Board approval. Applied Economics was contracted to provide a demographic and development analysis to assist in preparation of the capital plan and enrollment projections. The District experienced a modest decline between 2009 and 2012, which was driven by the housing crisis. Decline in the District's capture rate is expected to continue, but at a much slower rate. An additional 10,500 households are expected to be created over the next 10 years. As a result of this population growth, District enrollment will continue to grow throughout the projection period of about 1,500 students over the next 10 years. Based on these projections, the District is requesting two new school construction projects. A new school is being requested with a projected opening date of August, 2021. A second new school is being requested with a projected opening date of August, 2027. The Arizona School Facilities Board staff will review the data and compare to their information and will notify the District of the results of the request in early spring. It is important to note that future development will be driven by economic conditions. A motion by Mrs. McNamara, a second by Mr. Turbitt was entered to approve the Arizona School Facilities Board FY2020 Capital Plan. 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 1.5% Increase Certified Non-Teaching Salary Schedule for the 2019-2020 School Year  
Mr. Nuttall shared the Certified Non-Teaching Salary Schedule for the 2019-20 school year with a proposed 1.5% increase. Upon approval, the Human Resources Department will issue adjusted contracts to psychologists to accurately reflect the increase.  
A motion by Mr. Turbitt, a second by Mr. Aguire was entered to approve the the Certified Non-Teaching Salary Schedule for the 2019-20 school year with a proposed 1.5% increase. 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 Performance-Based Evaluation System Language for 2019-2020 School Year  
Mr. Nuttall stated back in December the District presented to the Governing Board for approval the Teacher Statement of Assurance which signifies district compliance with all legislative requirements pertaining to the evaluation system. As Dr. Shough mentioned there were a couple of compliance concerns specifically to the student growth measure. Beginning in March, the District worked closely with the Teacher Advisory Group and Dr. Edward Sloat, consultant, on modifications to the Evaluation Instrument to the rationale, goals, and procedures of the evaluation system to accurately reflect the necessary changes to incorporating valid and reliable high stakes testing as part of the overall teacher rating. Within the LESD evaluation system, there are two primary components. The first is the professional practice component which includes Standards 1 through 5 of the instrument. The content of the professional practice component (Standards 1-5) remain unaltered at this point. The second component is the academic progress component which includes Standard 6 of the instrument. The goal of the work was to determine the specific assessment measures and associated weights to be used for the academic progress component of the teacher evaluation system. Members of the teacher advisory group engaged in activities and conversations centered around the use of valid and reliable assessments

- which would be included. They worked with all teachers on their respective campuses to determine the most appropriate assessment tools to be used for their students, their grade levels, and their schools as a whole. Through this process, each teacher can now be attached to students, grade levels, and/or their school that reflect student learning using valid and reliable assessment data. Modifications to the Performance-Based Evaluation System reference the agreed upon weights for each of the two aforementioned components. The recommended weight of the professional practice component is 80%. This is the maximum allowable percentage set by current legislation. The remaining 20% will be designated for the student growth component. The remaining 20% will be a combination of AzMERIT test data, Illuminate assessment data, DIBELS assessment data, and Student Growth Target (SGT) school-wide data. A motion by Mr. Aguire, a second by Mrs. Lopez-Bearden was entered to approve the Performance-Based Evaluation System Language for 2019-2020 School Year. 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 Agreement with Catapult  
Mrs. Baysinger stated the Administration is requesting the Liberty Elementary School District partner with Catapult Learning which will allow students to return to in-district schools, have access to general education classrooms, peers and increase the likelihood of transitioning back to their school of residence. Ms. Ryan shared the cost comparison between FY19 and FY20 for like services shows an initial saving to the district of \$88,000. A motion by Mrs. Lopez-Bearden, a second by Mrs. McNamara was entered to approve the Agreement with Catapult Learning. 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 the Job Description for Cross-Categorical Behavior (CCB) Special Education Teacher & Program Specialist  
Mrs. Ryan stated the district has previously utilized contracted staff to provide services to students who have an Individualized Education Plan (IEP) with a requirement for a self-contained program to address behavior support needs. The program was originally designed to meet the needs of a student with an emotional disability. In recent years, the district has experienced an increase of students with autism that have also been serviced in this program. She believes that our students can best be served with more distinct services designed toward their specific needs. This position will include the existing responsibilities of the special education teacher to service students who are eligible for special education service, but also support the development of a cross-categorical behavior program. This will allow the district to be self-sufficient in servicing students requiring a higher level of behavioral support. The additional stipend will compensate duties outside of contracted hours that will include attendance of training for program processes and procedures, monitoring students' progress, development and facilitation of professional development to district staff (certified and classified), and utilization of acquired skills in the development of a district cross-categorical behavior (CCB) support program. The addition of this position is budget-neutral, as cost will be credited to invoiced services by Catapult Learning. A motion by Mrs. McNamara, a second by Mr. Turbit was entered to approve the job description for Cross-Categorical Behavior (CCB) Special Education Teacher & Program Specialist. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
  7. Discussion/Consideration to Approve Physical Therapist Job Description  
Mrs. Ryan stated the District seeks to recruit in-district employees to provide special education related services to students, essential job duties and responsibilities for the position of Physical Therapist has been identified to align with current federal and state requirements, as well as district need. A motion by Mr. Turbitt, a second by Mr. Aguire was entered to approve the job description for Physical Therapist. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
  8. Discussion/Consideration to Approve Speech Language Pathologist (SLP) Job Description  
Mrs. Ryan stated the District seeks to recruit in-district employees to provide special education related services to students, essential job duties and responsibilities for the position of Speech Language Pathologist (SLP) has been identified to align with current federal and state requirements, as well as district need. A motion by Mr. Aguire, a second by Mrs. Lopez-Bearden was entered to approve the job description for Speech Language Pathologist (SLP). Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
  9. Discussion/Consideration to Approve the Preliminary Strategic Plan for SY2020-SY2024  
Dr. Shough presented a preliminary strategic plan which has been developed in collaboration with teachers, principals, community members, and district administrators. The Governing Board had provided initial guidance on the direction of strategic focus areas and provided recent feedback on the

draft plan. The preliminary strategic plan includes the vision, values, focus areas (Strategic Leadership, High Expectations for Learning, Stewardship of Resources, and Community Connections), and goals for each focus area. Administration will continue to develop the strategic plan based on the approval of the preliminary strategic plan to bring back to the Governing Board in September a final plan for approval that will include projects and key performance indicators with start and end dates. A motion by Mrs. Lopez-Bearden, a second by Mrs. McNamara was entered to approve the Preliminary Strategic Plan for SY2020-SY2024. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

10. To Consider, Discuss, Amend if Desired, and, if Deemed Advisable, to Adopt a Resolution Approving the Governing Board's Argument in Support of the Special Maintenance and Operation Budget Override Election

Mr. Jensen shared a Resolution which included the Pro Statement to be included in the Informational Pamphlet for the upcoming November 5, 2019 override election. This Pro Statement was initially addressed and composed at the June 17, 2019 Governing Board Meeting. Since then, the District received the final estimated cost to the average homeowner. Therefore, it is recommended that the statement be discussed and considered. It is required that the statement be reviewed and approved by the Governing Board as a body in a public meeting. An electronic and hard copy is due to Maricopa County Education Services - Election Services Department by Friday, August 9, 2019. The statement to be included in the Publicity Pamphlet will read as follows:

Help create better schools in your neighborhood by voting for an additional 5% Maintenance and Operations Override. The estimated additional cost to the average homeowner, with a home valued at \$160,190 (the average value of a home in the District), would be approximately \$66.00 per year or \$5.00 per month. With this additional money, students will have access to counselors, full-day kindergarten, art, music, physical education, small class sizes, and better paid teachers.

The District and Board are working collaboratively with the community to ensure all funds are spent wisely and responsibly. Liberty School District is the top-ranked district among its peers for the percentage of dollars to the classroom according to the Arizona Auditor General Report. Our District is dedicated to fiscal responsibility by seeking out best practices in purchase contracting, benefits, facility long-range planning, and facility maintenance. The District completed a comprehensive external review of the district that provided a roadmap of nationally identified best practices in education. Together we will provide an exemplary education for our children. Vote yes to make our schools the best they can be!

Governing Board of the Liberty Elementary School District No. 25

A motion by Mrs. McNamara, a second by Mr. Aguire was entered to adopt the Resolution Approving the Governing Board's Argument in Support of the Special Maintenance and Operation Budget Override Election. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

Mr. Jensen requested the to address Item VII. GOVERNING BOARD REPORT, COMMENTS ON AGENDA TOPICS, OR RECOMMENDED AGENDA TOPICS ADDITION

- o Mr. Jensen – N/A
- o Mr. Aguire – stated he looks forward to diving into policies
- o Mrs. Lopez-Bearden - N/A
- o Mrs. McNamara – thanked Mrs. Goodman for setting up the Board/Superintendent's Retreat it was a good time and stated Yolanda was missed.
- o Mr. Turbitt - stated he enjoyed the Board/Superintendent's Retreat as well

11. CALL TO EXECUTIVE SESSION

A motion by Mr. Aguire, a second by Mr. Turbitt was entered to recess to executive session pursuant to ARS 38-431.03(a)(1) for Personnel - discussion of Superintendent's evaluation, performance pay, and contract. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, and Mr. Jensen voted 'aye', and the motion carried.

**RECESSING OF THE REGULAR MEETING FOR EXECUTIVE SESSION**

**EXECUTIVE SESSION – 7:36–8:40 p.m.**

**RECONVENING OF REGULAR MEETING**

**GENERAL BUSINESS CONTINUED**

12. Discussion/Consideration to Approve the 2018-2019 Superintendent's Evaluation  
A motion by Mrs. Lopez-Bearden, a second by Mrs. McNamara was entered to approve the 2018-2019 Superintendent's Evaluation as discussed in Executive Session. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
13. Discussion/Consideration to Approve the Superintendent's Performance Pay  
A motion by Mrs. McNamara, a second by Mr. Aguire was entered to approve the Superintendent's Pay at two-thirds as discussed in Executive Session. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.
14. Discussion/Consideration to Approve or Continue to Negotiate Contract with Dr. Lori Shough, Superintendent, Pending Legal Review  
A motion by Mr. Turbitt, a second by Mr. Aguire was entered to authorize Mr. Paul Jensen to enter into contract negotiations with Dr. Lori Shough, Superintendent, pending legal review. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

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

1. Governing Board Update - This item was addressed before Executive Session

**VIII. UPCOMING GOVERNING BOARD MEETINGS:  
August 12, 2019 - Regular Board Meeting**

**IX. ADJOURNMENT OF BOARD MEETING**

A motion by Mr. Mr. Aguire, a second by Mr. Turbitt was entered to adjourn the Governing Board Meeting at 9:15 p.m. Upon call to vote, Mr. Aguire, Mrs. Lopez-Bearden, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

Signed:

Date:

---

August 12, 2019