



Continental

Elementary School District #39

**Monday, June 14, 2021
Governing Board Regular Meeting Minutes**

**Continental School District No. 39
1991 E. White House Canyon Rd
Green Valley, AZ 85614
Monday, June 14, 2021
Administration Building, Board Room
5:00 p.m.**

1. CALL TO ORDER – Mr. McGibbon called the regular board meeting to order at 6:00 p.m.

2. PLEDGE OF ALLEGIANCE - Mr. Oesterle led the Pledge of Allegiance

3. ROLL CALL OF MEMBERS

Governing Board Members present were: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon.

A. Approval of Agenda

Board Member Richard Ulery made a motion to pull item 8A – VOUCHER 8039 from the Consent Agenda and move it to New Business on the regular agenda, Board Member Stephen Oesterle seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

4. EXECUTIVE SESSION

A. Request for Executive Session

Board Member Shelley Kais made a motion to enter into Executive Session, Board Member Kelley Allen seconds the motion. Governing Board entered Executive Session at 5:03 p.m..

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

Governing Board entered Regular Board Meeting at 6:02 p.m..

B. Results of Executive Session

Board Member Stephen Oesterle made a motion to approve the performance pay for Ms. Rico as presented at the Executive Session, Board Member Richard Ulery seconds the motion.

**Aye/Yes: Kelley Allen, Stephen Oesterle, and Andrew McGibbon, motion passed.
Nay: Shelley Kais and Richard Ulery.**

5. APPROVAL OF MINUTES

Board Member Stephen Oesterle made a motion to approve the board minutes of March 5, March 8, April 12 (Study Session), April 12 (Regular Meeting) and May 10, 2021, Board Member Kelley Allen seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

6. CALL TO THE PUBLIC

There were two members of the public who addressed the Governing Board. Mr. Tom Berezny spoke on agenda item 10B, AzM2 Assessment results and job postings. Mr. Berezny noted he read on the Continental School District website that is the mission to provide a community environment in which all individuals are challenged to achieve excellence in academics, character, and life skills. In agenda item 10B the AzM2 Assessment results will demonstrate that in only one grade level and in one subject area, math had over 50% of the students either score as proficient or highly proficient. This is far from achieving excellence in academics. It is possible that the new math curriculum that was recently adopted will help in future proficiently. Perhaps the district may want to look into a new English Language Arts curriculum to see if that will help. He noted a common theme in schools in all areas of life seems to be lack of resources. Mr. Berezny stated he viewed on the school district's website advertisement to fill a fulltime teaching position for a fulltime School Psychologist. He commented he does not see how hiring a psychologist will assist in achieving excellence in academics. Personally he

would like to see funds allocated to the classroom where it is needed most.

Mrs. Cristi Lathen and two former Continental School students reported on the 8th Grade Civics Trip that took place in May. Mrs. Lathen shared photos of the trip along with information on sites visited by the group such as; AZ State Capitol, Tribal Council, USS Arizona, OdySea Aquarium, Slide Rock, Walnut Canyon, NAU, Bearizona, Holocaust Survivor, Police Museum and the water park.

7. SUPERINTENDENT INFORMATION

Ms. Rico reported to the Governing Board that currently there are 103, Kindergarten – 8th grade students enrolled for the Summer Academic Program being held on campus June 8th – June 30th. Ms. Rico shared that her, Mrs. Cuevas and Mr. Magallanez attended the AZALAS (Arizona Association of Latino Administrators and Superintendents) annual conference. Ms. Rico will be the President of the Association for the 2021-2022 year. With the presidency she will have a seat on the ASA (Arizona School Administrators Association Board). Ms. Rico also shared staffing needs for the 2021-22 school year include a Middle School ELA teacher, Maintenance personnel, Bus Drivers and a school Psychologist. Continental Elementary School currently has 589 students registered for the 2021-22 school year. Ms. Rico noted unfinished business includes; When will Governing Board goals be finalized? Other unfinished business included the District Strategic Plan development phase to include Site Strategic Plan, SIAP, LIAP and AzM2 Data.

8. CONSENT AGENDA

- A. Approval and Ratification of Vouchers (***excluding voucher 8039***)
- B. Resignations - Ray Brown
- C. Sick Leave Pay Out Request
- D. Second Semester Stipend request for Digital Teachers
- E. Second Semester Payment of 301 Funds
- F. Additional days for Principal and Student Services Director
- G. Cell Phone Stipends for School Year 2021-22
- H. Certified New Hires for School Year 2021-22
- I. New contract dates for Stacie Schaefer
- J. 4 Additional work dates for Stacie Schaefer
- K. Additional work dates for Food Service Staff
- L. Clarissa Molina and Byron Curtis to work additional days during Summer School
- M. Ken Kratzer as Civics Club Co-Sponsor for School Year 2020-21
- N. Rodney Davis as After School Tutor
- O. Dean Dimitri as Bus Driver

Board Member Richard Ulery made a motion to approve the Consent

Agenda items (excluding voucher 8039 from agenda item 8A), Board Member Stephen Oesterle second the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

9. REPORT ITEMS

A. District Financial Report as of June 4, 2021

Mr. Schubert shared the most recent District Financial report as of June 4, 2021. Board member Richard Ulery asked the question in the instruction function and M&O budget; benefits is significantly over budget and salaries are under budget, why the difference. Mr. Schubert noted we have the funds in the salaries and can move to benefits. Mr. Schubert confirmed we are still well within our budget. Mr. Ulery asked a second question as to Enrollment Stability Grant, how is that distributed. Mr. Schubert explained this is the first round of ESSER Funding received used to supplement Mr. Lathen and Mrs. Cuevas salary over the summer while working on the CESD Mitigation Plan. This was previously approved by the Governing Board.

Board Member Stephen Oesterle made a motion to approve the District Financial Report as of June 4, 2021, Board Member Kelley Allen second the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

B. United System Financial Records (USFR) Legal Compliance

Mr. Schubert provided information on the FY 19 audit finding that had previously been addressed and corrected. There were no further questions from the Governing Board.

10. NEW BUSINESS

A. Climate Survey Information

Ms. Rico shared a summary of the Climate Survey with the Governing Board. Some of the comments and results of the Student Climate Survey results were shared. One of the results indicated 60% students agree school encourages them to achieve academic goals. In the Staff Climate Survey results showed 80% or more of staff feel supported and listened to when sharing ideas with the Principal,

Director of Student Services and Administrative Team. The Parent Climate Survey results indicated 80% of parents feel teachers and staff are prepared to teach, challenge and motivate students to learn. Ms. Rico shared parent comments from the Climate Survey which included, "Continental has terrific teachers who want their children to succeed. You can see it in their faces and in their tone." Another comment from a parent was "That you were able to safely get our kids back in school, thank you".

Board Member Richard Ulery asked Superintendent Rico is there a specific plan to analyze this data and develop action plans from it. Ms. Rico responded that we will bring this data to our Parent Advisory, Student Advisory groups and teachers will review it as well. We will discuss on how we can improve on these efforts and verify if it is already in our SIAP (School Integrated Action Plan) and our LIAP (District Integrated Action Plan) and our Strategic Plans.

B. AzM2 3rd – 8th Grade Assessment Results

Ms. Rico shared data from AzM2 State Assessment results. She noted we know we have a lot to work on and the percentages are far from where we want and expect our students to be. She noted staff will further analyzing the data. At CESD we are above the state in certain areas. We analyzed data in 6th grade math, we only had 14 % of students meeting the standards in 6th grade. In looking at the data we looked at how many of the students were minimally proficient and of those students how many were Special Ed students, and which were ELL students and which of those student were Digital students all year. When looking at the data we have to look at IEP's for all. We will upload the data to Link It and they will be analyzing the data and providing us with an extensive report which we will share at the August Board meeting. Ms. Rico commented we understand our students lost a semester due to the pandemic.

Board member Shelley Kais commented one of the things she has always followed was that if you are not reading in third grade then that is the beginning of problems. Looking at ELA in 3rd grade we had 70% of students that were minimally proficient or partially proficient. So 70% did not meet the standard. Are these the students that are having difficulty reading and putting together sentences? Ms. Rico responded in 3rd grade it really is focus because our students do know how to read. The ELA standard includes comprehension, author's purpose, grammar usage, punctuation, and not just their ability to read. Ms. Rico explained we do

have our Volunteer Tutors who will be working with students in the fall with fluency reading and assist our students move forward in that area.

Mrs. Kais had a second comment about the 6th grade Math score; it showed 86% of our students were minimally proficient or partially proficient.

Board Member Richard Ulery stated in looking at this data it is alarming. In reviewing the data it shows only one class, 4th grade Math that has 50% of students that are proficient at Continental Elementary School. This takes major self reflection; we need to look at the quality of teachers, quality of curriculum as to why we are generating these kinds of results. Mr. Ulery noted we are sending kids to high school who are not prepared. Ms. Rico responded that when she and Mr. Lathen attended the high school graduation, she noted that many of the students receiving awards and who were going on to college, they were students from Continental School.

Mrs. Kais asked if we could do a longitudinal study and look at our 6th graders and see where they were back in the 3rd grade. Ms. Rico explained we will definitely be looking at how the students are doing as a cohort.

C. 301 Plan for 2021-2022

Ms. Rico shared the proposal made by the 301 Committee for the 2021-2022 school year. Mr. Ulery commented on the performance pay goal, it states under B1, all certified teachers will use the assessment data stipulated in the 2016-2017 Teacher Evaluation Plan adopted by the Governing Board in July 2016 and in B2, Individual teacher performance pay will be determined by the teacher's evaluation performance classification of Highly Proficient or Proficient on Teacher Evaluation Rubric. Mr. Ulery asked in looking at the plan further where in those two, is the student achievement a factor. Ms. Rico explained it is in B1 - 50% for duties filled. Mr. Ulery asked which assessment we use and will we be using the AzM2 assessment results. Ms. Rico explained we do not use the AzM2 assessment results as those results are not received until the summer. She noted we use NWEA Map Growth assessment and she noted she does not know of any district that uses AzM2 assessments for teacher performance pay. Mr. Ulery asked is there any reason why we can't use AzM2 assessments for teacher performance pay. Ms. Rico said we could factor in the AzM2 data into the plan in the future. But we would need to have a Study Session with our teachers to discuss this further

before adding it to the plan. Board Member Kelley Allen noted she could for see a problem using the AzM2 results because when you have Special Ed students it brings all the average down. Mrs. Allen said you will then be penalizing the teachers for having Special Ed students in their classes. But if they are able to take those students and show an improvement on the NWEA Map scores, those teachers should be compensated for that. Mrs. Allen thinks student achievement and growth over where they were would be more important than the standardized test.

Board Member Kelley Allen moved to approve the 301 Plan for 2021-2022 as presented, Board Member Stephen Oesterle seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

D. Approval to issue a purchase order to Robertson Recreational Surfaces

Mr. Schubert recommended to the Governing Board, approval to issue a purchase order for Robertson Recreational Surfaces. This is to remove and replace the preschool playground surface. Funding for the project will be from the ESSER III grant.

Board Member Stephen Oesterle moved to approve a purchase order to Robertson Recreational Surfaces in the amount of \$21,701.90, Board Member Kelley Allen seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

E. Approval to award Reliant Well Drilling and Pump Corp a purchase order

Mr. Schubert recommended to the Governing Board, approval of a purchase order to Reliant Well Drilling and Pump Corp for well pump replacement. He noted three bids were received to replace the well pump that provides all the water to the fields.

Board Member Richard Ulery moved for approve a purchase order to Reliant Well Drilling and Pump Corp., Board Member Kelley Allen seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

F. Approval to create a purchase order to Jim Click Dodge

Mr. Schubert recommended to the Governing Board, approval of a purchase order to Jim Click Dodge for the purchase of two 2020 Dodge Caravan vans. He noted our white fleet is aged and costing more to repair than they are worth. Most recently, both vans have stalled out along I-19 on the way to Tucson. Each of them had to sit on the shoulder waiting to cool down before finishing the journey to Tucson. These vehicles are no longer safe for the District to use in their current state.

Board Member Stephen Oesterle moved for approval to create a purchase order to Jim Click Dodge, Board Member Shelley Kais seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

G. FY22 Proposed Budget

Mr. Schubert shared the proposed FY22 Budget with the Governing Board. He explained as of now the state has not approved a budget. He noted new budget forms will become available and will be reflected on the adopted budget at the July meeting. However, the proposed FY22 Budget still needs to be uploaded by the deadline date of June 15, 2021.

Board Member Richard Ulery noted there are errors on the Proposed Budget as presented. However, Mr. Schubert noted the funds will not change he would just reallocate the funds under supplies. As supplies allows him to move the funds during the year if needed.

Board member Shelley Kais, clarified for the record that this is not an error. She asked that the minutes reflect this is an allocation of funds and the Business Manager double entered under the funds listed as Special Education Director. Mrs. Kais stated the question now is where we move that money to. Mr. Schubert confirmed and stated he can move it to supplies or leave it where it is at, as it is

only an allocation of funds. Mr. Schubert noted it can be moved on the next adopted budget which will be after the state passes the budget.

Board Member Stephen Oesterle moved to approve FY22 Proposed Budget and noted in the minutes a double entry of the Special Education Director was noted and will be rectified prior to submitting the FY22 Proposed Budget, Board Member Kelley Allen seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais and Stephen Oesterle, motion passed. Nay/No: Richard Ulery and Andrew McGibbon.

H. Critical Race Theory (CRT) Resolution

Board member Shelley Kais proposed to the Governing Board a Critical Race Theory Resolution. Mrs. Kais read the resolution into the record. Board member Stephen Oesterle suggested that paragraph number two be removed. Superintendent Mrs. Rico explained Continental Elementary School teaches the Arizona College and Career ready standards and there is not a standard on critical race theory to be taught to our students at anytime. Board member Kelley Allen noted from what she understands, CRT really should not apply to a K-8 school, it only has a place in higher level educational institutes. Board member Richard Ulery stated CRT is being introduced in school districts across the country of all grade levels. Mr. Ulery said this resolution is intended to accomplish from a Board stand point that we do not want CRT introduced into the curriculum at Continental Elementary School District. Mrs. Allen supports what Mr. Ulery has said and wants to make sure this resolution can only be used as it is intended to right now.

Board Member Richard Ulerty moved for approve the Critical Race Theory (CRT) Resolution, Board Member Stephen Oesterle seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

I. Approval and Ratification of Voucher 8039

Board Member Richard Ulery asked for clarification from Mr. Schubert in regards to the \$20,000 payment made for COVID liability and wanted to know where we stand with credit from the Trust. Mr. Schubert explained the Trust has not refunded any payment as they are still waiting for the end of the year to issue a credit.

Board Member Kelley Allen moved for approval and ratification of voucher 8039, Board Member Shelley Kais seconds the motion.

Aye/Yes: Kelley Allen, Shelley Kais, Stephen Oesterle, Richard Ulery and Andrew McGibbon, motion passed.

11. BOARD AND SCHOOL EVENTS

June Events

June 7 - Summer School Teacher's First Day

June 8 - Summer School First Day

June 11 - ASBA Summer Leadership Conference

June 14 - Governing Board Meeting 6pm

June 30 - Last day of Summer School - Student Showcase 10a.m. - 11:45 a.m.

July 12 - Governing Board Meeting 6pm

July 27 - Governing Board Sponsored Staff Breakfast at 8 a.m.

12. GOVERNING BOARD INFORMATION/DISCUSSION

Governing Board member, Shelley Kais commented she is excited that CESD is leading the way in Pima County again in recognizing the importance of setting policy and getting our students back into school.

Governing Board member, Kelley Allen she noted she attended the ASBA Summer Leadership Conference and found it to be very appropriate. She also commented her daughter is attending the Summer Program and loves the program. She thanked the teacher for engaging the students and being creative with our students.

Governing Board member, Richard Ulery is looking forward to a regular school year. He had a grand time at the Kindergarten Promotion and 8th Grade Promotion this year.

Governing Board Clerk, Stephen Oesterle thanked the staff for all they do.

Governing Board President, Andrew McGibbon thanked the members of the public that were in attendance of the meeting.

13. ADJOURNMENT

Board President Andrew McGibbon adjourned the meeting at 7:50 p.m.