

OSBORN SCHOOL DISTRICT NO. 8
Governing Board Organizational and Regular Meeting
January 16, 2024

The Organizational and Regular Meeting of the Osborn School District Governing Board was called to order at 5:30 p.m. by Board President Ed Hermes.

Edward Hermes, Board President
Luis Peralta, Board Clerk
Violeta Ramos, Board Member
Leanne Greenberg, Board Member
Rhiannon Ford, Board Member
Dr. Michael Robert, Superintendent

Pledge of Allegiance/School Presentation/Land Acknowledgement

President Hermes led the pledge and read the tribal acknowledgement.

Principal Hayes introduced the Cheer Team and their coach Vince Gomez. After performing three cheers, co-leads Alycia and Xiomara then shared what they most enjoy about being part of the team.

Principal Hayes then introduced Mr. Miguel from OMS partner Rooted Sol who led members through a short meditation.

District Celebrations and Announcements

Principal Hayes and Vice Principal Mrs. Gomez recognized Spread L.O.V.E. award recipients:

Integrity

Lynna Schiller
Tatiana Torres

Equity

Julia Georges-not present

Joy

Vincent Gomez

Growth

Sarah Saiz

Relationships

Jim Hess

Dr. Robert shared that Osborn has been working with the Arizona Education Association (AEA) who will be visiting Osborn with the US Department of Education and the Office of Civil Rights from Washington DC. The visit coincides with the 50th anniversary of the Lau vs Nichols case in San Francisco involving rights for multilingual students. While in Arizona, the group will discuss bilingual education and tour Osborn as well as another elementary and high school district.

Dr. Robert then shared that the district was awarded an EPA clean busses grant and will receive funding for 6 electric busses. The award of this grant allows the district to move 2 million dollars originally planned to come from bond money into classroom spending.

OSBORN SCHOOL DISTRICT NO. 8
Governing Board Organizational and Regular Meeting
January 16, 2024

Former Governing Board Member Ylenia Aguilar congratulated the district on the award, explained some of the benefits of clean busses, and offered to return with media once the busses are received.

A break was called at 6:05 PM.

Meeting resumed at 6:14 PM.

Consent Agenda – Approval of Items Since October Meeting

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
 - 1. December 26, 2023 Special Meeting
 - 2. December 14, 2023 Regular Meeting
 - 3. December 7, 2023 Special 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 of Equipment
- I. Approval of out of state travel for Katrina Roberts to attend the National Center for Montessori in the Public Sector Annual Conference in Leesburg, Virginia April 12-14, 2024
- J. Approval of out of state travel to the Denver Public Dual Language Montessori School
- K. Out of state travel to the Education Innovation and Research (EIR) Grant Awardee Orientation Workshop taking place February 7 - 9, 2024 in Washington, D.C. for District Project Director, Stefaney Sotomayor

Mrs. Ramos moved to approve. Mr. Peralta seconded. Motion carried 5-0

Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mr. Hermes aye
Mrs. Ford aye

Call to the Public

There were no requests,

Admin Reports

No comments.

Action Items

Board Reorganization

Election of President

Mr. Hermes asked for nominations for Governing Board President. President Hermes noted that with members looking at him he would be happy to serve as president for another year, nominating himself and accepting the nomination. There were no additional nominations.

Mr. Peralta motioned to elect President Hermes. Mrs. Ramos seconded. Motion carried. 5-0.

Mr. Hermes aye
Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mrs. Ford aye

Election of Clerk

President Hermes nominated Mr. Peralta who accepted the nomination. No additional nominations were made.

President Hermes motioned to elect Mr. Peralta. Mrs. Ramos seconded.
Motion carried 5-0.

Mr. Hermes aye
Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Madison Ramos aye
Mrs. Ford aye

Establishment of Meeting Dates, Times, Places

Members discussed possible changes to the schedule agreeing to change Work Study sessions to 6:00 PM as discussed and minor changes to the proposed Regular Meetings dates.

President Hermes moved to approve as presented modifying Work Study Meetings to 6:00 PM on the first Tuesday on the dates discussed and shifting the October Regular Meeting to October 15 and the November Work Study from November 19 to November 12.

President Hermes moved to approve. Mrs. Ford seconded. Motion carried 5-0.

Mr. Hermes aye
Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mrs. Ford aye

Approval of Open Enrollment Capacity for 2024-2025 School Year

Dr. Robert said the request is for approval allowing the district to provide notice of open enrollment to families and opening enrollment the end of the week.

Mrs. Ramos moved to approve. President Hermes. seconded. Motion carried 5-0.

Mr. Hermes aye
Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mrs. Ford aye

Approval of 2024-2025 School Calendar

Dr. Robert said that this calendar is being used as a starting point sharing the plan to bring a committee together to adopt future multi-year calendars. He said although closely aligned with Phoenix Union, the calendar includes Indigenous People's Day and other observances and has the last day for students on a Thursday.

Discussion took place about possible changes for future years and observing Indigenous People's Day April 18 allowing for a break in April rather than an additional day for Fall Break.

Mr. Peralta motioned to approve as discussed. President Hermes seconded. Motion carried 5-0.

Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mr. Hermes aye
Mrs. Ford aye

Change to Liquidated Damages Practices

President Hermes noted the timeliness of the discussion given that a request for approval of issuance of contracts will be on the February agenda.

Dr. Robert said that the overall strategy is to begin every school year fully staffed. He said that although breaking contract is considered unprofessional, the recommendation is to remove the language that covers the first period beginning when a contract is returned through April 30. This would mean that liquidated damage payments would only refer to those breaking their contracts beginning May 1. Staff would be assessed liquidated damages in the amount of \$750 for breaking their contract May 1- June 30 with \$1250 assessed beginning July 1.

In response to Mrs. Ramos' question about data from other districts, Dr. Robert shared that 12 of the 14 districts that assess liquidated damages, most fall into the \$2000- \$2,500 range.

Mrs. Greenberg expressed concern with imposing liquidated damages and the issue of morale as well as retention and recruitment of staff.

Discussion continued.

Mrs. Greenberg motioned to amend the recommendation to remove liquidated damages completely for all contracts.

President Hermes expressed preference for looking at removing liquidated incrementally and requesting an exhibit to be brought to the Board later about the district's resignation policy.

Dr. Robert reiterated that liquidated damages are not to be used as punishment rather an attempt to recoup a portion of the funds needed to try to fill the vacancy resulting from the person who has broken contract.

Mrs. Ford requested another survey reflecting current views from staff on liquidated damages.

Mrs. Ramos seconded the motion made by Mrs. Greenberg. President Hermes called for a vote. Motion did not pass with 2 ayes and 3 opposed.

Mr. Peralta nay
Mrs. Greenberg aye
Mrs. Ramos aye
Mr. Hermes nay
Mrs. Ford nay

President Hermes motioned to amend current practice of eliminating the first time period between contract signing and April 30th for liquidated damages as presented and further direct prior to end of the school year that policy GCQC is brought back to the Board for discussion and vote. Mrs. Ford seconded. Motion carried 5-0.

Mr. Peralta aye
Mrs. Greenberg aye
Mrs. Ramos aye
Mr. Hermes aye
Mrs. Ford aye

Board Development

Discussion of Culturally Responsive Teaching and the Brain, Chapters 5 and 6.

President Hermes appreciated learning about the brain and how it works.

Mrs. Greenberg said when thinking about programming and what kids need and how kids feed off the energy of their educators it is important that the district recognize the need to provide opportunities for educators.

Mrs. Ramos said the reading focused on relationship building and trust noting that as a Board member recognizing that not only do members need to be good leaders, but as members ensuring they have the trust of staff which in turn helps staff build trust with their students.

Mrs. Ford shared that as a parent she has seen and appreciates the relationships between staff and students.

Next meeting chapters 7 and 8.

Reflections

Mrs. Ford applauded the district and leadership for the incredible partnership with Rooted Sol and other wonderful relationships the district has formed in the community.

Mrs. Ramos enjoyed the presentation by OMS Cheer and how the young people are thriving in the community. She expressed appreciation for seeing what is happening at the schools.

Mrs. Greenberg enjoys that she learns new things about what schools are doing at every meeting. She also appreciates hearing about the programs offered and the electric busses.

Mr. Peralta enjoyed the Cheer presentation and all the enthusiasm displayed by the team.

President Hermes thanked members for electing him as president noting that he enjoyed the past year in the role. He also appreciated Ms. Aguilar's presence at the meeting, her contributions to the district and member's professionalism during discussions.

Referring to the OMS presentation Dr. Robert thanked them for their presentation noting how well spoken the students were, noting the difference and sense of confidence a mentor can bring to their students.

Future

Mrs. Ford

- Consideration to changing to more inclusive language Osborn uses in regards to conferences- Family Teacher Conferences rather than Parent Teacher Conferences.

Mrs. Greenberg

- Parent concerns with drop off and left turn bike lanes on Osborn in front of the district office and Encanto pick up lane

Mr. Peralta

- Revisit conversation about ASU Heat Ready

Adjournment

President Hermes declared the meeting adjourned at 7:40 PM.

Minutes submitted by:

Lisa Nye, Executive Assistant
to the Superintendent and Governing Board

Luis Peralta, Board Clerk