



350 W. Sahuarita Road, Building 10
Sahuarita, AZ 85629-9000
Ph: (520) 625-3502 x1001
Fax: (520) 625-4609
Office of the Superintendent

MINUTES

NOTICE OF PUBLIC MEETING

Notice is hereby given to the general public that a quorum of three or more Governing Board members may tour the new Walden Grove High School site on October 27, 2010 at 5:00 p.m. Discussions will take place, but no action will be taken.

REGULAR GOVERNING BOARD MEETING

OCTOBER 27, 2010 – 6:30 P.M. DISTRICT AUDITORIUM, POD B
350 W. SAHUARITA ROAD – SAHUARITA, AZ 85629

I. Call to Order and Pledge of Allegiance

President Mike Lurkins called the meeting to order at 6:32 P.M. Also in attendance was Board Clerk, Tom Murphy, Members Elaine Hall, and Diana Kellermeyer, Business Manager, Charlotte Gates, Superintendent Dr. Manuel Valenzuela, and Assistant Superintendent Scott Downs. There were 76 guests. The Pledge of Allegiance was observed. Business Manager Charlotte Gates was absent. Board Member Kris Ham was absent.

II. Approval of Agenda

The superintendent recommended approval of the agenda as it was revised. Mr. Murphy made the motion and was seconded by Mrs. Hall. The motion carried.

III. Approval of Minutes – August 25, 2010 ++

The superintendent recommended approval of the August 25, 2010 minutes as posted. Mrs. Kellermeyer made the motion and was seconded by Mr. Murphy. The motion carried.

IV. Approval and Ratification of Vouchers

Mrs. Gates recommended ratification of previously approved payroll Vouchers 7 in the amount totaling \$921,259.68, Voucher 8 in the amount totaling \$869,978.54, new payroll #11 for the period ending November 26, 2010, in the amount not to exceed \$2,000,000, new payroll #12 for the period ending December 10, 2010 in the amount not to exceed \$2,000,000, and new payroll #13 for the period ending December 24, 2010, in the amount not to exceed \$2,000,000. She further recommends approval of expense Vouchers 1022-1025 in the amount of \$14,159,923.75. The motion was made by Mrs. Kellermeyer and seconded by Mr. Murphy. The motion carried.

V. Call to the Public

Dr. Mark Neish: Good evening I come to you once again as a private citizen with a matter of public concern pursuant to several School Board policies, which I believe have been violated. I'm not going to take long because it has been manifesting apparent that you folks really don't want to talk to me about these issues anyway. So, I will just cite the ones...policies GBEC –

Drug Free Workplace, policy GBECA – Non-Medical Use or Abuse of Drugs and Alcohol, policy GBECB – Alcohol Use By Staff Members, policy GBEB-R – Staff Conduct. Anybody who would like to me about these, feel free to give me a call. Thanks for this evening.

VI. Recognition of Staff, Students and Community

A. Support Staff Employee of the Month – Name to be announced ++

Dr. Valenzuela stated that in the Sahuarita School District, we value the importance of character and outstanding citizenship. We believe that's an important part of a well rounded education. The District has many recognition programs in support of that. We could not do this without the support of community. As you can see, this evening we have many wonderful things that are happening and many wonderful people who are contributing to the attainment of those outcomes.

Mr. Downs recognized October's Support Staff of the Month, Ms. Carey Lucas, of the Sahuarita Primary School. He read the memo and information that came from Principal, Tina Anderson. It is his pleasure to announce Ms. Carey Lucas as the Support Staff Employee of the Month for October 2010. Carey is currently an attendance clerk and has been with our organization for 3 years. She has shown herself to be an individual with great patience, a sense of humor, genuine care and concern for students and their families and is always looking at ways to bring staff together.

The front office of any school site is an integral part of the school's system and it is rarely a quiet spot. It can be a place of great chaos and stress; Ms. Lucas has always handled the chaos and stress with grace and a positive attitude. Because of her attitude, students, staff and parents always feel welcomed when they enter the office at Sahuarita Primary School.

Carey has been described as a hard worker by her school principal. Recently, SPS lost their school secretary and Carey went above and beyond the duties of Attendance Clerk to ensure that the school office ran smoothly during this hectic time.

As you can see, Ms. Lucas is a shining example of what Sahuarita School team members should strive to uphold.

It is therefore a pleasure to join with the entire Sahuarita Primary School team in recognizing Ms. Carey Lucas as the October Support Staff Employee of the Month.

B. Anza Trail Coyote Liberty Courtyard Recognition: Anza Trail NJHS, Anza Trail Student Council, Anza Trail Yearbook Committee, Evan Ackerley, Melissa Ackerley, Adriana Brooks, Bill Cagle, Lindsey Cagle, Logan Cagle, Sharri Cagle, Pensa Dominguez, Ashley Fitzsimmons, Michelle Fitzsimmons, Chris Gracia, Justin Gracia, Lorainne Gracia, Austin Hemperly, Bert Hemperly, Carmen Hemperly, Laura Hundt, Parker Jones, Nicole LeBlanc, Shalana LeBlanc, Jennifer Nolan.

Mrs. Kathy Shiba recognized the individuals named above for their contributions to the Anza Trail Coyote Liberty Courtyard makeover. Most of these volunteers have donated numerous hours of their time and money into making Anza Trail one of the most beautiful campuses in the District! From painting coyote paw prints, to painting murals, to watering the trees and plants around campus, there is nothing that we can't count on them for! Mrs. Shiba provided the Board with a brief slide show presentation of their work and dedication to Anza Trail.

- C. Anza Trail Patriot Day Ceremony Recognition:** Ace Hardware in Green Valley, Border Patrol, Common Grounds Church, Green Valley American Legion, Green Valley Fire Dept., Home Depot, Rancho Sahuarita Community Center, Rural Metro Fire Dept., Sahuarita Police Dept., Sertino's, Wal-mart.

Mrs. Kathy Shiba recognized the individuals named above for their contributions to the Anza Trail Patriot Day Ceremony. These businesses and community groups have helped make Anza Trail's Second Annual Patriot Day Ceremony a success! Mrs. Shiba recognized these sponsors with a special thank you for their continuous support of Anza Trail, and for donating American flags and other supplies for our ceremony. Mrs. Shiba provided a brief slide show with pictures of their work and dedication to Anza Trail.

- D. October "Leaders in Character" Honorees** – Joel Adrian Cisneros, 1st Grade, Sopori; Sakovia Thompson, 6th Grade, Anza Trail; Vanessa Kelley, 1st Grade, SPS; Maycee Scott, 3rd Grade, SIS; Toby Martinez, 8th Grade, SMS; Brandon Beverly, 12th Grade, SHS.

Dr. Valenzuela introduced the following October "Leaders in Character" Honorees - Joel Adrian Cisneros, 1st Grade, Sopori; Sakovia Thompson, 6th Grade, Anza Trail; Vanessa Kelley, 1st Grade, SPS; Maycee Scott, 3rd Grade, SIS; Toby Martinez, 8th Grade, SMS; Brandon Beverly, 12th Grade, SHS. . The Governing Board recognized the above students for their excellent display of leadership and service among their peers at each of their perspective schools. Each student received a framed certificate and a gift certificate to Borders thanks to the sponsors of Freeport McMoRan. Dr. Valenzuela thanked Freeport McMoRan for sponsoring the program.

VII. New Business

A. Instruction – Discussion and Possible Action – None

1. Approval of the Prop 301 Performance Pay Plan 2010-2011

Dr. Valenzuela stated that the state has a proposition 301 program which provides additional funding for schools. One component of this is a performance pay plan which allows teachers to earn additional compensation for things like having a satisfactory evaluation, taking on additional duties and professional development, including working on a District goal. Mr. Downs followed up this year on updating the plan and working with stakeholders to determine the goal. Given the implementation of new Technologies such as, the electronic grade book, electronic report card, ALERT NOW public notification system, and new web site, we felt that technology and implementation of the new technology was an appropriate goal. Mr. Downs has communicated with all the stakeholders. Dr. Valenzuela recommended approval of the Prop 301 Performance Pay Plan 2010-2011. The motion to approve the Prop 301 Performance Pay Plan 2010-2011 as it was presented was made by Mrs. Kellermeyer and seconded by Mr. Murphy. The motion carried. **(EXHIBIT A)**

B. Business– Discussion and Possible Action

1. Bond/Capital Override Update

Mr. Downs provided the Board and community with a 2007 & 2009 Bond/Capital Override Update pursuant to A.R. S. 15-481 and 15-491K. He compared the District expenditures to date with the voter information promised in the voter pamphlet. He explained the future

capital and bond plans for the school district in detail in addition to 2007 & 2009 Bond and Capital Override expenditures.

2. Request for Advanced State Aid

Mrs. Gates stated that this is a request that was sent to ADE for Advance of State Aid under provision of A.R.S. § 15-973.C, and by resolution of the Governing Board of Sahuarita Unified School District #30. Mrs. Gates recommended approval for advanced state aid in the amount of \$2,589,305 in order to alleviate the projected cash deficit as shown on the cash flow analysis that was provided to the Board. The superintendent recommended approval for advanced state aid in the amount of \$2,589,305 as described by Mrs. Gates. The motion to approve the superintendent's recommendation was made by Mrs. Kellermeyer and seconded by Mrs. Hall. The motion carried.

3. Approval of AIA Application ++

Dr. Valenzuela stated that the District is currently involved in a comprehensive process to create a smooth transitional process to the opening of Walden Grove High School next fall. He explained that there are so many details to take care of including the athletics. We have learned from our Athletic Director, Mr. Chris Fanning that the athletic AIA application for Walden Grove High School has to be submitted by next week. Dr. Valenzuela highlighted a few portions of the application and recommended approval of the Walden Grove High School AIA application for 2011-2012 that was included in the Board packet. The motion to approve the Walden Grove High School AIA application for 2011-2012 was made by Mr. Murphy and seconded by Mrs. Hall. The motion carried.

C. Governing Board – Discussion and Possible Action

1. Approval of the 2011 Governing Board Meeting Schedule

Included in the Board packet is the 2011 Governing Board Meeting Schedule. At the last schedule includes the Board meeting addition on October 5, 2011 and removal of the September 28th Board meeting in order to allow the District to present approval of the AFR that is due October 15, 2011.

In addition, the Governing Board lunch visit schedule has been included in the Board packet. Dr. Valenzuela recommended approval of the 2011 Governing Board meeting schedule as it was presented. The motion to approve the 2011 Governing Board Meeting Schedule was made by Mrs. Kellermeyer and seconded by Mr. Murphy. The motion carried.

D. Personnel – Discussion and Possible Action - None

VIII. Superintendent/Administrative Reports

Dr. Valenzuela stated that October is National Principal's Month and this morning we had a little breakfast. He explained to each of the principals that it is amazing the instructional leadership and the direction and focus that they provide to their buildings. Principals continue to provide continuous improvement and striving for great heights instructionally in terms of building safe schools. We are really blessed to have the principals that we have. Dr. Valenzuela stated that Mr. Lurkins always talks about what wonderful our students do and how they make us proud in so many ways. Most recently, Dr. Valenzuela was informed that

some of the students in the Sahuarita High School Culinary Arts program participated in the Tucson Meet Yourself Iron Chef Competition. The Sahuarita High School Culinary Arts students came in 1st place. The students are under the leadership of Elizabeth Gallegher, who does an outstanding job. Dr. Valenzuela requested Mr. Thompson to invite them to the next Board meeting. Mr. Thompson stated that he would submit the information for them to be recognized.

Dr. Valenzuela shared that the District is partnering with Dr. Sheri Bauman who is the head of the school counseling department at the University of Arizona. She is an expert on the topic of cyberbullying. Dr. Bauman has received a large federal grant to study the topic of cyberbullying and the contributing factors to this new area that we now is out there. Dr. Valenzuela stated that this is a valuable study that needs to be done, not just for us, but on a national level. This also ties into red ribbon and the core value of safety. Red Ribbon Week is just one example of how we highlight the important of building safe schools and giving students information and training about to live healthy lives, how to make good choices, what kind of dangers are out there and how to refrain from those dangerous paths. Dr. Valenzuela provided the Board with examples of what each of the schools are doing on their campus to draw awareness.

Dr. Valenzuela informed the Board that State Representative Ted Vogt is going to be on campus tomorrow as he will be visiting kindergarten students as part of career day.

Dr. Valenzuela announced that the District has completed the first cycle of parent/teacher conferences. The feedback Dr. Valenzuela has received by the administrative team that it went well and was a great opportunity to reach out to parents. There are continuous efforts to improve. For example, at the middle school they provided parents with a flexible schedule that hopefully is more convenient for parents.

The District has also implemented for the first time use of the electronic grade book in PowerSchool and electronic report card. It was a group an effort and was not without its bumps in the road. Dr. Valenzuela stated that a lot of people worked really hard such as the IT department, Laura Blanco, Julio Roman, Scott Boone, principals, teachers, and staff. It was challenging at times but we got through it and have crossed through the next step.

AIMS testing is moving along quite well. Thanks to Desi Raulston for assuming the role of District State Testing Coordinator. She has been meticulous, organized, working hard, and very conscientious. Overall, he stated that the testing is running very smoothly. There was a power outage but worked through it according to protocol.

Dr. Valenzuela stated that we have three students from Sahuarita High School identified for the University of Arizona Honor Choir. This is a tremendous and prestigious accomplishment. Those students are Bryne Booth, Lara Harrison, and Marty Constantine and asked Mr. Thompson to also invite these students to be recognized. Dr. Valenzuela stated that two of these students participate in a very high quality local theater called CYT and has seen them perform and they are top notch performers.

This Saturday is the annual Country Fair White Elephant parade and Dr. Valenzuela was asked by the committee to serve as the Grand Marshall.

Dr. Valenzuela shared that after a lot collaboration working with outside entities, we have broken through and put forth our new District web site. Mr. Boone provided the Board with a brief presentation of the new website.

IX. Consent Agenda – Action

The superintendent recommends approval of those items on the Consent Agenda as it was posted. Mr. Murphy made the motion and was seconded by Mrs. Kellermeyer. The motion carried.

A. Employment / Change of Status /Transfers

1. Jessica E. Berry, Substitute Teacher, District, New Hire – Effective 09/30/10
2. Larry A DeVaughn, Substitute Teacher, District, New Hire – Effective 09/30/10
3. Stephanie Dunn, Substitute Teacher, District, New Hire – Effective 09/30/10
4. Luz Duran, Bus Driver, Transportation, New Hire – Effective 10/06/10
5. Rashida S. Gadiwalla, Substitute Teacher, District, New Hire – Effective 09/30/10
6. Margaretta M. Hanks, Substitute Teacher, District, New Hire – Effective 09/30/10
7. Michelle Juhlin, Inclusion Health Assistant, SPS, New Hire – Effective 10/18/10
8. John G. Mac Nutt, Substitute Teacher, District, New Hire – Effective 09/30/10
9. Manuel Madrid, Grounds Supervisor, Facilities, New Hire – Effective 10/05/10
10. Tracy J. Mandell, Substitute Teacher, District, New Hire – Effective 09/30/10
11. Daniette Niumata, Inclusion Health Assistant, New Hire – Effective 10/25/10
12. Erikah N. Padilla, Substitute Teacher, District, New Hire – Effective 09/30/10
13. Tina M. Prewitt, Substitute Teacher, District, New Hire – Effective 09/30/10
14. Cynthia Ruvalcaba, Elementary Secretary, SPS, New Hire – Effective 10/11/10
15. Felipe Salas, Bus Driver Trainee, Transportation, New Hire – Effective 10/04/10
16. Ian Spencer, Herbicide Application Tech., Facilities, New Hire – Effective 10/04/10
17. Tracey Dailey, Bus Driver, Transportation, Status Change – Effective 10/01/10
18. Kathleen Kratz, Bus Driver, Transportation, Status Change – Effective 10/01/10
19. Kelly Smith, Bus Driver, Transportation, Status Change – Effective 10/06/10

B. Resignations / Terminations / Separations

1. Dan Barry, Boys Soccer Coach, Anza Trail, Resignation – Effective 10/19/10
2. Gail Eckert, Inclusion Health Assistant, SPS, Resignation – Effective 10/04/10
3. William R. Kallal, Lead Mechanic, Transportation, Resignation – Effective 10/25/10
4. Susan M. Lynch, Counseling Secretary, SHS, Resignation – Effective 11/05/10
5. James McChesney, Bus Driver, Transportation, Resignation – Effective 09/27/10
6. Heidi Petersen, Inclusion Health Assistant, SIS, Resignation – Effective 10/08/10
7. Richard C. Williams, Bus Driver, Transportation, Resignation – Effective 10/18/2010
8. Maria Serino, Registrar, SHS, Resignation – Effective 10/15/10
9. Mercy Lopez, LINK Program Associate, LINK, Termination – Effective 10/27/10 ++
10. Irma Celez, Lead Teacher, ECC, Resignation – Effective 11/04/10 ++

C. Addendums

1. Michelle Askren, Sahuarita Professional Learning Institute, SPS – Effective 09/29/10
2. Jennifer Bishop, 6/5ths Teaching Position, SHS – 2010-2011 School Year
3. Mary Jo Boyter, Sahuarita Professional Learning Institute, SPS – Effective 09/29/10
4. Kassie Dales, Co-Yearbook Advisor, SPS – Effective 2010-2011 School Year
5. Debora Drake, 6/5ths Teaching Position, SHS – Effective 2010-2011 School Year
6. Trish Evans, 6/5ths Teaching Position, SHS – Effective 2010-2011 School Year
7. Caroline Kappes, Sahuarita Professional Learning Institute, Anza Trail – Effective 09/29/10

8. Kirsten Monge, Co-Yearbook Advisor, SPS – Effective 2010-2011 School Year
9. Dale Post, 6/5th's Teaching Position, SHS – Effective 2010-2011 School Year
10. Jordan Reeves, Assistant Baseball Coach, SHS – Effective 2010-2011 School Year
11. Megan Serna, Boy's Basketball "C", SMS – Effective 10/01/10
12. Catelin Strang, 6/5th's Teaching Position, SHS – Effective 2010/11 School Year
13. Jeff King, Boy's Basketball – B Position, SMS – Effective 10/01/10 ++

D. Contract Supplement for Educational Units

1. Molly Alcaraz, Teacher, Sopori – Effective 10/08/10
2. Adelaide Anderson, Teacher, SHS – Effective 10/08/10
3. Amanda Forslund, Teacher, SHS – Effective 10/08/10
4. Penny Hoffman, Teacher, Anza Trail – Effective 10/08/10
5. Cori Jones, Teacher, SMS – Effective 10/08/10
6. Mary Lamoreaux, Teacher, Anza Trail – Effective 10/08/10
7. Sam Mulcahey, Teacher, SIS - Effective 10/08/10
8. Brian Myers, Teacher, SMS – Effective 10/08/10
9. Kristyn Peters, Teacher, Anza Trail – Effective 10/08/10
10. Audrey Reida, Teacher, Sopori – Effective 10/08/10
11. Santry Rush, Teacher, Anza Trail – Effective /10/08/10
12. Jeanine Sparks, Teacher, SIS – Effective 10/08/10

E. Volunteers

1. Maria A. Acosta – SPS
2. Judi Brauns, Anza Trail
3. Pamela S. Thompson, Sopori
4. Priscilla Duddleston, Sopori
5. Kelly J. Galvin, SHS
6. Jack Glickman, SMS
7. Walter J. Hume III, SMS
8. Karoline A. Kramkowski, Anza Trail
9. Stacy Lopez, Anza Trail
10. Tracy Mandell, SPS
11. Veronica McGee, Anza Trail
12. Alex Mitchell, SHS
13. Cami Ryan, Anza Trail
14. Christine Schorr, Sopori
15. Eva Strnad, Anza Trail
16. Becky Tippit, Anza Trial
17. Lisa Torma, SPS
18. Julie Wagner, SMS
19. Daniela Wallace, Anza Trail
20. Edith White, Sopori

F. Gifts and Donations

1. Armida Varela, Library Books – SIS
2. Greater Green Valley Arts Council, \$2,000 – Sopori Artist in Residence Program
3. Kelly Strayer, Books – SIS
4. Mr. & Mrs. Dave Buckway, Toshiba Laptop – SIS
5. Carey & Carla Daniel, Library Books – SMS

6. Trico, \$600.00 - Sopori Artist in Residence Program
7. Desert Cooling & Heating LLC, \$100.00 – SHS NJROTC
8. USS Arizona BR77 FRA, \$200.00 – SHS NJROTC
9. Various, \$334.00 – Anza Trail
10. Teresa G. Perez, \$10.00 – SPS

G. Use of School Facilities

1. Lutheran Church of the Risen Savior DBA Gracepoint Lutheran Church has requested the use of the SHS Cafeteria on Sunday, December 5, 2010 from 3:30 p.m. to 6:30 p.m. for a Christmas Play.
2. FICO along with the Caliber Group has requested the use of Pod B for a Public Meeting on the 50 Year Plan of Sahuarita Farms on Tuesday, November 9th, 2010 from 6:00 p.m. to 9:30 p.m.
3. The Green Valley Concert Band has requested the use of the Main Auditorium on Sunday, December 12, 2010, Sunday, February 13, 2011 and Sunday, March 27, 2011 from 5:30 p.m. to 9:30 p.m. for Concerts.
4. The Sonoran Desert Center for Spiritual Living has requested the use of the Main Auditorium on Friday, February 4th, 2011 for a concert, Memory Lane: A Lawrence Welk Evening performance from 5:00 p.m. to 9:00 p.m.
5. The BAJA Adult Slow Pitch Softball League has requested the use of Sahuarita Park from January 1, 2011 to December 31, 2011 Monday through Friday from 8:00 a.m. – 4:00 p.m. to hold Adult Slow Pitch Softball for adults over 50.

H. Out of State Travel/Overnight Travel

1. Dr. Manuel Valenzuela, Scott Downs, and Board Members to attend the ASA/ASBA 53rd Annual Conference in Phoenix, AZ from on December 15-17, 2010.
2. Tom Dorgan & Erik Kirkendall to attend a Wrestling Coaches Clinic in Mesa, AZ from October 30-31, 2010.
3. Bryce Bond to attend a CTE Directors Meeting in Prescott, AZ from November 2-3, 2010.
4. Desi Raulston, to attend the 2010 Annual Mega Conference in Litchfield Park, AZ from November 15-17, 2010.
5. SHS Drama Club – Shanna Wahlstrand & Gloria Colchado to attend the International Thespian Conference in Phoenix, AZ from November 19-20, 2010.
6. Anza Trail Science Astronomy Club - Mary Lamoreaux, to view the night time sky with guided direction of a professional at Mt. Lemmon Sky Center in Mt. Lemmon, AZ from October 30-31, 2010.
7. Anza Trail National Junior Honor Society – Amy Kueck & Vanessa Kohler to travel to Washington, D.C. from April 23-May 7, 2010 for students to learn how leadership & government works.
8. SHS Robotics Team to attend the Los Angeles Vex Robotics Championship at the Cal State Northridge Matadome in Northridge, CA from December 10-12, 2010.
9. JTED CTE Construction Skills USA to travel to Lost Canyon Camp in Williams, AZ on November 17-19, 2010. ++
10. Kent Thompson to attend the ASA Principal and Law Conference on November 8 -9, 2010 in Black Canyon, AZ. ++
11. SHS CTE Robotics & Automation to compete at the Arizona FRC Regional Robotics Championship in Chandler, AZ from March 17-19, 2011 ++

I. Approval of Student Fund-Raising Activities

1. SHS Take Down Club, November 10-22, 2010 to sell cookie dough.
2. Sopori Student Council, October, February, & March to sell student council items and have a Scholastic Book Fair.
3. SMS PTO & SMS Students to sell World's Finest Chocolate Bars from November 8 – 22, 2010.
4. SVELTE Sahuarita Visual Experts – SHS to sell water at the Sahuarita Pecan Festival November 20, 2010.
5. National Honor Society to solicit Donation Jars at Sertino's and NHS Events.
6. SHS - FCCLA to host a canned food drive from November 15-19, 2010. ++
7. Anza Trail Student Council to sell Candy from the World's Finest Chocolate from November 8-22, 2010 ++
8. SHS Orchestra to sell Butter Braids from November 1 – 5, 2010 ++

J. Approval of Leave of Absence ++

1. Paul Lewis, 5th Grade Teacher, Anza Trail – Effective 11/01/10-12/17/10 ++

K. Approval of Student Activity and Auxiliary Accounts Revenue and Expenditure Reports - Month End 09/30/10 ++

X. Board Communication

Mr. Lurkins thanked all of the community members who help make our District the best it can be. He stated that without the members of our community our buildings would be walls and they have made our school what they are today, a culture of community and family. Mr. Lurkins thanked all of the community members who stepped up again. He reported that a friend of his who lives in Green Valley recently received a letter from the District's Business Manager about the tax credits in a simple and easy to understand format. He asked that Mr. Lurkins let Mrs. Gates know that she is doing a great job!

Mrs. Kellermeyer stated that it was fun visiting Walden Grove today and is looking forward to watching it grow as she has with Anza Trail. She is excited about the new football stadium with new snack bar and it looks even better now. Mrs. Kellermeyer stated that Walden Grove will not be a disappointment.

Mrs. Hall stated that she visited Sopori's Community Day. She really enjoyed the event and reported that it was very neat!

Mr. Murphy thanked the community for once again stepping up and making our schools what they are today. He thanked the Common Ground Church for everything they do for our schools. Stated that he attended the Air Force Bank Concert that was well attended. He stated that it was niche to sit in a nice facility and is excited about what we have here.

XI. Establish Next Board Meeting – November 10, 2010 – 6:30 P.M. – District Auditorium

XIII. Adjournment

The meeting was adjourned at 7:42 p.m. Mr. Murphy made the motion and was seconded by Mrs. Kellermeyer. The motion carried.

Respectfully,

Kristen Ham - acting.
Clerk of the Board



Tom Horne
Superintendent of
Public Instruction

Submission Guidelines for Classroom Site Fund Pay for Performance Compensation Plan

This plan is due to the Arizona Department of Education on or before December 31 of each year.

School District: _____

Fiscal Year: _____

1. Briefly summarize the district performance and school performance(s). Include evidence of your findings. Suggested evidence might include: national performance assessments, AIMS, district performance assessments, building performance assessments, classroom formative and summative assessments.
2. Provide evidence of measures of academic progress included in the plan that supports the Arizona Academic Standards. Suggested evidence might include: summative assessments, criterion-referenced tests, performance assessments, school-wide assessments, formative and summative assessments.
3. Are there any other measures of academic progress used within the Pay for Performance Plan? For example: report cards, progress reports, formative and summative assessments.
4. Briefly discuss dropout and/or graduation rates if they are used in the district performance plan. If they are not used, provide a rationale as to why they are not.
5. Briefly discuss attendance rates within the district/school if they are used in the district performance plan. If they are not used, provide a rationale as to why they are not. **The intent of this element is student attendance rates NOT teacher attendance rates.**
6. Does the district plan include rates of school quality by parents? Suggested evidence would be district or school-wide parent surveys and a plan for survey analysis. If they are not used, provide a rationale as to why they are not.
7. Does the district plan include rates of school quality by students? Suggested evidence would be district or school-wide student surveys and a plan for survey analysis. If they are not used, provide a rationale as to why they are not.

Please send to:
Arizona Dept. of Ed.
Attention: Lisa Kelley
1535 W. Jefferson Bin #31
Phoenix, AZ 85007

8. In the development of the plan, were teachers and administrators included in the process? If so, provide a brief summary of their role.
9. Was the approval of the plan based on an affirmative vote of at least 70% of the teachers eligible to participate in the performance plan? If so, provide evidence of this. If not, provide a rationale as to why this was not included.
10. Summarize the appeals process for teachers who have been denied performance based compensation. If there is not an appeals process, provide a rationale as to why there is not one.
11. Does the district plan include a method to evaluate its effectiveness? If so, provide details of it. If not, provide a rationale as to why there is not an evaluation of the district plan.
12. Provide a summary of the professional development programs that are aligned with the elements of the district performance based compensation system.
13. Provide documentation to show how classroom site fund dollars are allocated.
14. Explain how the performance plan is tied directly to the classroom performance of individual teachers.

Sahuarita Unified School District No. 30

2010-2011
Performance Pay Plan

100 Points System

1. **50 % Evaluation**
 - A. Not on a plan for improvement
2. **20% District Goal**
 - A. DAP-submittal of scores. Please follow your building procedures regarding this process, or;
 - B. For content areas without DAP assessments, teachers must submit summary evaluation data for their students. Evaluations must test the skills and knowledge from the AZ Academic Standards. Evaluation instruments must be prior approved by immediate supervisor.
3. **10% District Goal**
 - A. Teachers will successfully implement new technology that will further enhance the effectiveness and quality of the SUSD mission. Specifically, this will include the implementation of the PowerSchool components so that parents can access important student data and use of the new ALERTNow parent notification system.
4. **10 % Professional Growth / Improvement Target (PIT)**

What? How? When? Evaluation Instrument?

 - Individual Professional Improvement Target, written into a plan (PIT). Ideas indicated need to reflect the criteria used to demonstrate your plan.
 - Some suggested Ideas as ways to accomplish plan:
 - Workshops
 - Classroom observations
 - Innovative teaching techniques
 - Working towards additional certification or endorsement
 - Instructional Focus development
5. **10% Added Responsibility - Prior Approval from building administrator or Direct supervisor (documented)**
 - Club sponsorship, unpaid
 - Volunteer coaching
 - Tutoring – before or after school, lunch time
 - Committee work, i.e., site councils, specific topics related to school issues, site council
 - Contests – Chairing or co-chairing a contest. Or having students participate in a contest. Document extra duties involved. i.e., geography bee, spelling bee, speech
 - Enrichment teaching - Working with students on enrichment activities.
 - Professional publications - Writing and publishing for professional journals.
 - Activities to increase community relations - Involvement in community service activities. Creating a newsletter for building. Write an article for the GV news. Parent surveys.

Sahuarita Unified School District #30
Performance Pay Plan

Professional Improvement Target (PIT)

Option #4: Written Plan

Certified staff must submit a written plan to their immediate supervisor on or before September 30th to be considered for option #3 of the District's Performance Pay Plan.

Name: _____ School: _____ School Year: _____

- Goal: What do I want to improve? How can I improve myself as an educator?

- Plan: What is your plan of implementation?

- When: What is my time frame?

- Evaluation Criteria and Process: How will you evaluate your plan or achieve your goal?

- Evaluation: How successful were you at achieving your goal? What were the barriers that prevented you from achieving your goal?

Administrative Approval for Plan: _____ Date: _____

Administrative Approval for Evaluation: _____ Date: _____

(use additional paper if needed)

Sahuarita Unified School District #30

Summary Page for Performance Pay Plan

This summary page is submitted to the payroll office. For payment to be received, please submit no sooner than April 30th thru the last day of school.

Name: _____ School: _____ Year: _____

CHECKLIST

Performance Play Plan Items	# Points Possible	Documentation Necessary For This Checklist	Admin. Approval Yes/no	District Office Calculation
EVALUATION *District evaluation instrument.	50	NO		
DISTRICT GOAL <ul style="list-style-type: none"> • DAP submittal or • Evaluation data 	20	Yes Submitted by each teacher to immediate supervisor		
DISTRICT GOAL <ul style="list-style-type: none"> • Implement Technology in regards to Powerschool & ALERTNow 	10	Yes Submitted by School		
PROFESSIONAL GROWTH & IMPROVEMENT (PIT) <ul style="list-style-type: none"> • Individual Professional Improvement Target 	10	YES		
ADDITIONAL RESPONSIBILITIES <ul style="list-style-type: none"> • Completion of 20 hours from menu items. • Documentation of prior approval from supervisor needed. (Form) 	10	YES		
TOTAL POINTS To be Completed by Immediate Supervisor		N/A		

Signature of Administrator: _____ Date: _____

Sahuarita Unified School District #30
Performance Pay Plan

Additional Responsibilities Time Sheet

Option #5

Name: _____ Date: _____

- Please describe additional responsibility.

Prior Approval
Immediate Supervisor: _____ Date: _____

Activity	Date	# Of Hours 20 hours minimum required
TOTAL HOURS		