

The CIPA Public Hearing was called to order by President Hermes at 5:35 pm.

All members of the Governing Board were present.

**Present:**

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

**Child Internet Protection Act (CIPA)**

Mr. Dana explained that the purpose of the hearing is to provide notification to the public of internet safety.

There were no questions or comments.

The Hearing ended at 5:36 pm.

Minutes submitted by:

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Lisa Nye, Executive Administrative Assistant  
to the Superintendent and Governing Board

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Luis Peralta, Board Clerk



The Osborn School District's Revision of the Fiscal Year Expenditure Budget Public Hearing began at 5:37 p.m.

Four members of the Governing Board were present.

**Present:**

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

**Revision of the Fiscal Year Expenditure Budget**

Referring to supporting documentation from the packet, Mrs. Toscano explained that the summary compares the to the M and O budget from 2022-2023 to the revised 23/24 budget. She explained that due to decreased enrollment, the district will need to account for the anticipated \$600,000. loss in funds.

There were no questions or comments.

Hearing ended at 5:39 pm

Minutes submitted by:

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Lisa Nye, Executive Administrative Assistant  
to the Superintendent and Governing Board

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Luis Peralta, Board Clerk



OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
December 14, 2023

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The Regular Meeting of the Osborn School District Governing Board was called to order at 5:40 PM by Board President Hermes.

**Present:**

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**

Solano students led the pledge through a video recording created by the KTSN news team followed by the reading of the tribal acknowledgement by Mr. Hermes.

New member Rhiannon Ford was congratulated on her appointment to the Board. Mrs. Ford introduced herself to the community and expressed thanks for the opportunity to serve.

Solano students led the pledge which also provides daily announcements. Principal Nickolich explained that students who are part of the KTSN new team do a great job, continue to grow in their craft and in November added special news reports to their recorded messages.

Students introduced themselves KTSN team members Jordon, Erica and Ebony introduced themselves and explained what makes their roles on the news team important.

Mr. Peralta said he enjoyed seeing what the students had created and encouraged them to continue with their work.

**District Celebrations and Announcements**

Principal Nickolich recognized Spread L.O.V.E. award recipients:

Teola Linton Brown – Joy  
Juana Ramirez- Equity  
Mary-Jo Winters- Relationships  
Kathy Komzelman- Integrity  
Amelia Campbell- Growth

Dr. Robert welcomed Ms. Ford and shared information about recent visits to the district from a state representative and ASU's Student Equity Program.

President Hermes thanked all who was a part of the appointment process for the new member appointed and said he was inspired by the number of community members willing to serve the district.

A break was called at 5:59 PM.

Meeting resumed at 6:11 PM.

**Presentation for Consideration of Partnership with City Year in the 2024-25 School Year**

OSBORN SCHOOL DISTRICT NO. 8  
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Dr. Robert began by informing that the district has been in conversation with representatives from City Year for well over a year and hopes that Tenille, who is the VP for new site Development will be able to visit Osborn next year.

Tenille explained that City Year started over 15 years ago, is part of Americorps. The program is currently in 29 districts and has 247 schools participating. Corp members range in age from 17-25 and support students with behavior and homework challenges in districts that have disproportion dropout rates. Members are planted on site for the full day and work with students 1:1. She further explained that this is a multi phase project and the group is considering potential for a full year or mid year start. She said City Year was initially given a grant by Arizona IDA and has strong partnerships within the Phoenix metro area.

Mrs. Greenberg stated that she has worked with the City Year program previously and questioned fundraising goals and teams. Tenille stated that they are looking at one team at Osborn to another at Phoenix Union. The team would include full time impact manager providing support to the team as direct leader and liaison and can also support with the connections with the Board, admin, and fundraising.

Dr. Robert reminded members that the item is brought to the Board for information only at this point and if interested in moving forward will need to formalize and begin fundraising. Dr. Robert shared that in regards to fundraising, meetings have been set up with potential donors and the district will want to do fundraising toward a sustainable goal or make a long range commitment of district dollars.

Mrs. Ford asked for clarification of how corp members support the students during the day. Tenille explained that some will be in the classroom and may include tutoring or with full class support possibly looking more like monitoring adding that they are there to assist not supplant teachers. She said after school spaces can be tutoring, after school clubs/programming and can look many different ways but corp members are present on site for the entire day.

Dr. Robert and members thanked Tenille for the information and expressed hope to see her in Phoenix in 2024.

**Consent Agenda – Approval of Items Since October Meeting**

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  - 1. Regular Meeting of November 21, 2023
  - 2. Special Meeting of December 7, 2023
- 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

- I. Approval of Partnership agreements 2023
  1. Approval of Agreement with Rooted Sol
  2. Renewal of NAU for Student Placement agreement
  3. Renewal of Agreement with Peer Solutions

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

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

### **Call to the Public**

The Board received one request to speak during the Liquidated Damages item.

### **Board Presentation**

Dr. Woodland shared ways the Human Resources Department has found to better serve in its role. She said that 30 new teachers and 3 administrators were welcomed to Osborn for the 23-24 school year. The HR staff has visited sites to make themselves more available for staff and provided staff with information about offerings including benefits, retirement and professional growth and in the spring will have information about mental health to share.

Dr. Woodland informed members about the wellness committee coordinated by the HR and Nutrition coordinators that will work on services including nutrition counseling, student and family education and possibly an annual fair.

Dr. Woodland shared that staff retention rates for this school year were in the 80- 86 percent range for classified, teacher, classified exempt and administrators. Support professionals however was lower with a retention rate of 61%.

Discussion took place about positions that fall in to this category and the 'non compete' language used in many of the contract for these positions in addition to other schools offering these positions as online. Mrs. Kelly Hatcher said that many candidates for these hard to fill positions such as speech pathologist have a preference to provide services online but in order to maintain the integrity for Osborn student populations, Osborn does not have online opportunities for these positions. Discussion then moved to the possibility of increasing pay or offering stipends for the positions with Dr. Robert noting that when the compensation study was conducted the goal was to remain fiscally responsible and to stay within the median rather than higher pay range for positions.

### **Admin Reports**

President Hermes said he appreciated the suspension data and requested the data to be formatted showing a comparison to the previous year. Mrs. Greenberg requested to have the data disaggregated. In order to maintain confidentiality, the disaggregated data will be shared in a confidential communication with the Board.

### **Action Items**

#### **Approval of the FY23 Budget Revision**

Mrs. Toscano said that the revision is to align the 23-24 budget with current enrollment.

Mrs. Greenberg motioned to approve. Mrs. Ramos seconded. Motion carried 5-0.

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

**Approval of the Prop 301 Performance Based Compensation Plan for 2023/24**

Dr. Robert shared that the district last year took a big step when adding \$2000 to base salaries bringing starting salary for teachers to \$50,000. The remaining \$500 is what the committee discussing.

Mr. Hermes stepped out of the meeting at 7:18PM.

Dr. Robert said the goal is to have a template to bring back to the Board in May or June for the next year with the \$2,000 added to base salary.

Mr. Hermes returned at 7:19PM

He said that responses from the committee are to have professional development on Wednesdays and would take place January thru May.

Mrs. Greenberg thanked for the partnership between groups, offering something attainable and encouraging teachers to attend trainings. Dr. Robert said that because 301 funds are cash driven the dollar amount could fluctuate year to year but that a dollar amount for the upcoming school year could be brought to the Board in May.

Mrs. Ramos motioned to approve as discussed. Mr. Peralta seconded. Motion carried 5-0.

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

**Approval of non-renewal of the Arizona Online Instruction (AOI) application**

Mrs. Potter Davis said that in researching how to support students the decision was made previously made to submit application for Arizona Online Instruction (AOI). Later the legislative session brought about the Instructional Time Model to the house and the district moved to its iSchool platform held at Clarendon and Encanto. Because the district never operated as an (AOI) and does not intend to do so the district is required to request closing the AOI. Approval of the item fulfill that requirement.

Mr. Peralta motioned to approve. Mrs. Ford seconded. Motion carried 5-0.

Mr. Peralta aye  
Mrs. Greenberg aye  
Mrs. Ramos aye



Mr. Hermes aye  
Mrs. Ford aye

### **Liquidated Damages**

OEA Co-Chair Erica Switalla shared that based on feedback from OEA members the recommendation is removal of liquidated damages.

OEA Co-Chair Storm Gerlock shared results of responses to a survey that showed 48% support and 48% do not support imposing liquidated damages.

Responses showed that in the case of mental or physical health or family needs 98% supported not imposing liquidated damages, with 74 % saying exemptions should be honored for those who experience a change of work site or major changes to site or leadership. It was also noted that many commented on the difficulty of signing a contract 6 months ahead of start of employment.

Ms. Switalla said that suggestions were also made around adjusting payout structure on or after June 1.

Mr. Hermes expressed appreciation for the background.

Providing further information, Dr. Robert reviewed that previous practice was to impose liquidated damages every time someone broke their contract and it was an action item discussed publicly with the Board imposing a dollar amount. After concerns were raised with this practice when discussed with district counsel it was recommended that damages would be based on a sliding scale. This was a compromise reached after consultation with OEA who wanted no liquidated damages. This moved the responsibility to Human Resources and allows for more consistency.

Stating the emphasis on the district's commitment to kids and 180 days with them, he stated that the liquidated damages are a way to help provide stability for the kids. He said broken contracts are a big imposition on co workers who are picking up the work. In response to adding major change to working conditions, Dr. Robert offered that contracts say 'teacher' and administrator's look at the well being of the entire school.

Discussion continued around changes in working conditions and locations and the effects of making changes on the teacher. Members would like to find a way to make this easier on teachers and would like to discuss the topic of liquidated damages further.

Dr. Robert asked that recognition for the language and commitment to the students be given adding that as this moves forward to ensure decisions are made for kids before making adult decisions.

Mrs. Ramos asked for a comparison of data teachers that leave Osborn with districts that don't have liquidated damages written into their contracts.

### **Board Development**

#### **Discussion of Culturally Responsive Teaching and the Brain, Chapters 1 and 2.**

Dr. Robert asked members to consider relative to the discussions in the book around neuroscience affect, how they felt it affects their boardsmanship.

Mrs. Ramos said thinking about the partnerships, collaborations and after school activities where kids feel safe in the campus.

President Hermes noted the focus on the Solano campus and it being a safe experience adding that he has knows Principal Nickolich's work in the morning helps kids be in the right mindset on their way to school.

Mrs. Ford said that school safety comes first and kids need to be emotionally and physically safe.

Dr. Robert noted the process of emotional self management and the way this board conducts themselves and not being afraid of big conversations.

Dr. Robert then asked how members create or provide a mood of emotional safety and high academic rigor for students, parents, staff and administrators?

Mrs. Greenberg said that at the end of the day even when there are differing opinions a Board can have discussion. When members are more aggressive the opportunity to make things better is lost.

President Hermes said that if there is a time members aren't living up to that and could have done something in a better way they need to know adding that there are times you need to slow down to make a better decision.

Mrs. Ramos said being involved in the community and seeing how others work makes it easy to process emotional self management.

Mr. Peralta said the Board's meetings have always had hope and optimism providing space for others can come and speak and have discussions.

Mrs. Ford shared that when her son was 3 they decided to move to the Osborn district because the community has consistently put people on the Board that participates in elections and she knows the community cares about children.

Next meeting chapters 5 and 6.

### **Reflections**

Mrs. Ford loved the Solano presentation and the Tiger Pride Pledge and gave a shout out to Dr. Woodland and the HR team for starting the school year fully staffed.

Mrs. Ramos appreciated the powerful open conversation and the care and respect shown.

Mrs. Greenberg enjoys being in a kind welcoming community where there is flexibility to try new things. She appreciates the work being done and looks forward to talking more about liquidated damages.

Mr. Peralta loves that the Board is made up of 4 current and 1 former educator and feels it is powerful. He also enjoyed the KTSN presentation.

President Hermes enjoys the youth of the current members of the Board and is glad to see youth wanting to make the community better. He enjoyed the Solano presentation and finding out more about City Year. He also appreciates Dr. Woodland's energy and the way she goes above and beyond.

Dr. Robert enjoyed the Solano presentation and the changes has seen on the campus. Acknowledging Dr. Woodland, he said she did a wonderful job. Commending district leadership, he referred to them as visionary with eyes towards what can happen well into the future.

**Future**

**Violeta**

- Requested that when working on the meeting calendar for next year to not schedule the work study meetings for the first Thursday of the month.

**Mrs. Greenberg**

- Liquidated damages

**Luis**

- Compensation for City Year- what can we do to help them

**Adjournment**

President Hermes declared the meeting adjourned at 835 PM.

Minutes submitted by:

\_\_\_\_\_  
Lisa Nye, Executive Assistant  
to the Superintendent and Governing Board

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Luis Peralta, Board Clerk

