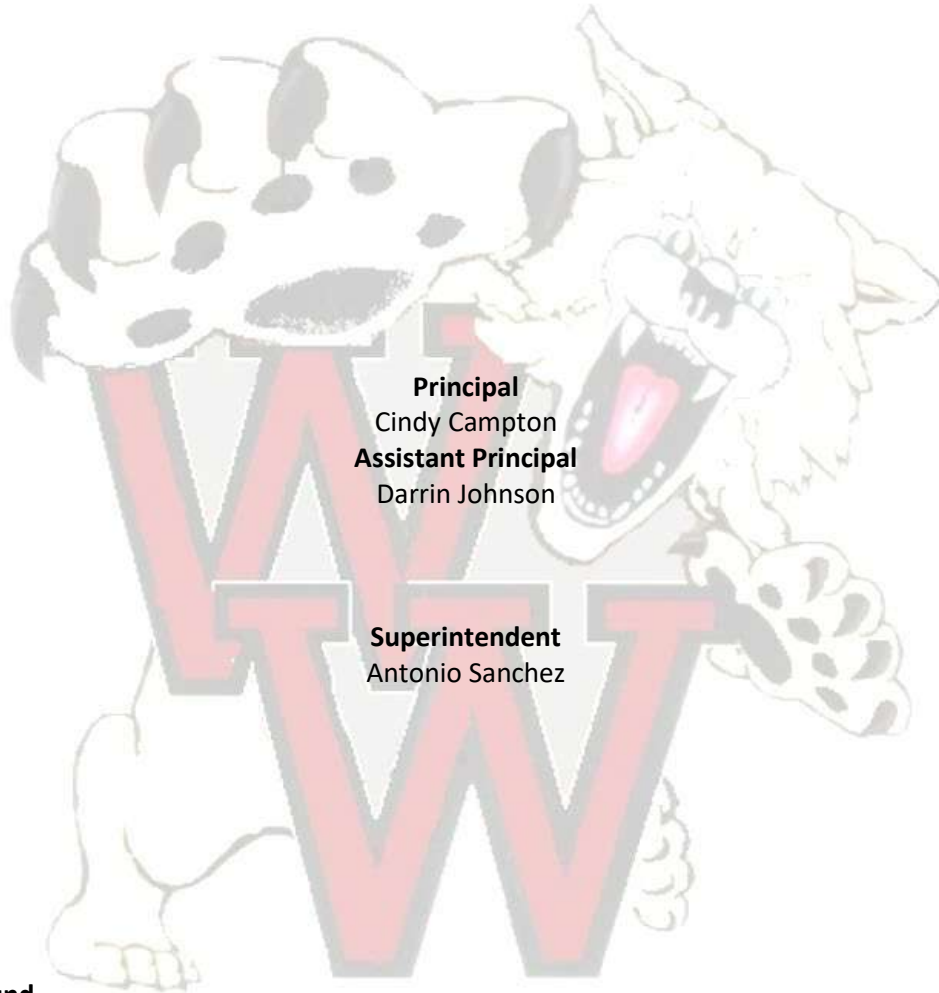


Wilson Elementary School District #7

4-8 Classroom Site Plan Funds

Performance Pay Plan
For 2019-2020 School Year



Principal
Cindy Campton
Assistant Principal
Darrin Johnson

Superintendent
Antonio Sanchez

Background

The Wilson School District 301 plan was originally developed through an Interest Based process in the fall and spring of 2001 to comply with the requirements of the Classroom Site Fund (CSF) legislation, which became a statute following a vote of the public in November 2000. This legislation provided that each school district should allocate funding from the CSF as follows:

- 40% must be used for “teacher compensation increases based on performance”;
- 20% must be used for “teacher base salary increases”;
- 40% must be used for “maintenance and operations purposes”, which may include teacher compensation increases. This fund may be used to provide training and training stipends for staff with a developing label.

Qualifying Procedures for Performance Pay

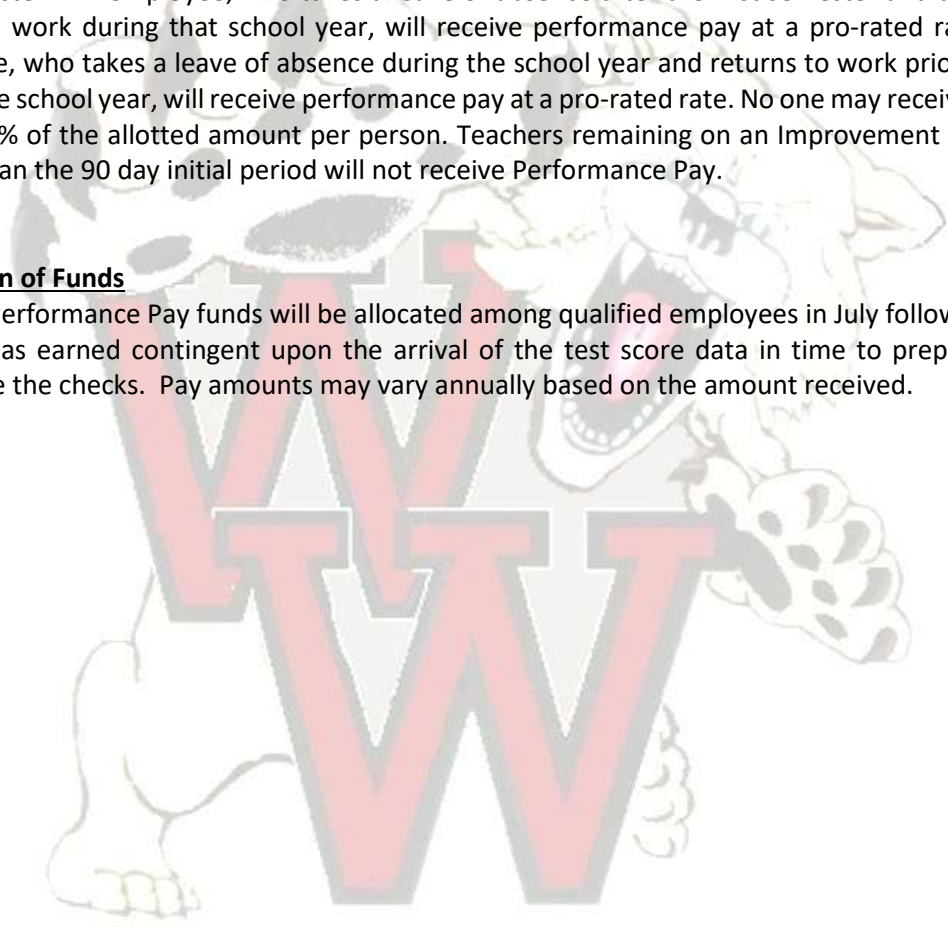
Wilson School District will consider qualified employees as employees who: are contracted on the teachers' salary schedule, hold a teaching certificate, and work primarily with students. Such employees will be eligible for participation in the performance pay plan.

Teachers who are under contract for one day longer than one full semester are eligible for performance pay. The amount of performance pay will be pro-rated based on the actual number of contract days. In order to receive performance pay, a qualifying employee must have completed the contract for which performance pay is awarded.

Examples: An employee, who resigns and leaves service during the school year, will not be eligible for performance pay for that year unless they have worked one day longer than the full semester. An employee, who takes a leave of absence after the first semester and does not return to work during that school year, will receive performance pay at a pro-rated rate. An employee, who takes a leave of absence during the school year and returns to work prior to the end of the school year, will receive performance pay at a pro-rated rate. No one may receive more than 100% of the allotted amount per person. Teachers remaining on an Improvement Plan for longer than the 90 day initial period will not receive Performance Pay.

Allocation of Funds

Performance Pay funds will be allocated among qualified employees in July following the year it was earned contingent upon the arrival of the test score data in time to prepare and distribute the checks. Pay amounts may vary annually based on the amount received.



Wilson Elementary School

301 Sections	SY17	SY18	SY19	SY20	SY21
Base Pay	\$ 804	\$804	\$804	\$804	\$804
Enhancement	\$1700	\$1700	\$2300*	\$2300*	\$2300*
Performance Pay (increase)	\$1608	\$2000	\$2500**	\$2500	\$2500
TOTAL	\$4112	\$4504	\$5604	\$5604	\$5604

*Certified staff will receive \$600 for participating in one full day training on July 30th prior to contract beginning in recognition of returning to Wilson School District (added to Enhancement).

Performance Pay

Professional Responsibilities	\$600
Measures of Academic Progress	Up to \$530
Part 1- Academic Goal	\$530
Part 2- Educator Goal Plan	
Individual Teacher Performance	\$840.00
<p>*Individual Teacher Performance pay will be based on the teacher's performance classification from the prior school year (19-20).</p> <p>Due to the COVID pandemic, all teachers who taught in the 19-20 SY will be eligible for Individual Teacher Performance Pay.</p>	
TOTAL Performance Pay	Up to \$2500

1. Professional Responsibilities	\$600
<p>Teachers will select the following options from Engagement in Meaningful and Appropriate Professional Learning Opportunities, Collaboration with Colleagues, Engagement with Families, Communication with Families, and Leadership, or a combinations of events totaling the correct amount of "301 dollars" paid at \$20 per hour (or \$25 per hour for tutoring) earning up to \$600.00 (hourly amounts based on Schedule "F" as approved by the Governing Board). Documentation will be kept by the teacher throughout the year using the Professional Responsibilities log (found on Team's site). The principal will approve the professional responsibilities rubric. Payment will be generated for hours up to \$600.</p> <p>*Teacher Leaders will earn 30 hours of Professional Responsibilities by planning and facilitating weekly CTM, analyzing data, and providing grade level support. Agendas and minutes will be posted on Teams site. Products of Collaboration will completed as determined by the Principal. Teacher Leaders will participate in monthly Site Team meetings led by the Principal and at least twice per year coaching support from the TL trainer.</p>	
Element	Activities & Evidence
Engagement in Meaningful and Appropriate	<ul style="list-style-type: none"> ○ Online learning with PD certificate (ex. Sanford Inspire, AVID e-learning)- self-selected or as assigned ○ Book study (documented with dates and participants- sign in sheets)

Professional Learning Opportunities	<ul style="list-style-type: none"> ○ Participate in provided PD during lunch or afterschool hours (led by Coaches). ○ Attend PD outside the district with pre-approval(certificate & agenda) ○ Webinars completed outside the school day (certificate) ○ Microsoft Innovative Educator hours (transcripts required) ○ AVID XP and Community of Practice completion
Collaboration with Colleagues	<ul style="list-style-type: none"> ○ AVID Site Team meetings (sign-in sheets and agenda) ○ Peer to Peer support documented by calendar meetings or reflections (<i>additional</i> lesson planning meeting, peer observations and reflective dialogue, etc). ○ Teach technology to staff <p>*Does not include CTM's or grade level planning</p>
Engagement with Families	<ul style="list-style-type: none"> ○ Nighttime events related to academics (AVID nights, reading, math, etc) ○ Attend school or district events outside the school day- Fall Festival, Community Clean Up, Spring Health Fair, etc. ○ Attend after school events (sports, gifted, theater, band) ○ PTO meetings- attend at least 1 per year ○ AVID Parent meetings attend at least 1 per year ○ Teach technology to parents (outside school day) ○ Virtual Family Engagement (outside school day) ○ Providing 'Office Hours' outside the regular school day.
Communication with Families	<ul style="list-style-type: none"> ○ Communication log that demonstrates 2 way communication- above and beyond expectations ○ Documents communication with families regarding individual student learning and progress ○ Classroom newsletters
Leadership	<ul style="list-style-type: none"> ○ Committee Leadership roles ○ Organize and facilitate fund raising clubs ○ Mentoring interns or student teachers ○ Present at a PTO meeting or Board Meeting or staff meeting ○ Organize and facilitate events (awards, evening events, Spelling Bee, Career Day, pep and sports assemblies, fieldtrips to NAU or UofA) ○ Mentoring students- at least 2 throughout the year with documentation ○ Tutoring students- at least 6 with sign-in sheets and objectives ○ Writing grants, Donor's Choose, tax donations, and obtaining scholarships of at least \$2,000 ○ Provide leadership on overnight student trips

2. Measures of Academic Progress	
Part 1- Academic Goal	Up to \$530.00
Part 2- Educator Goal Plan- Teachers will create and upload an EGP approved by Principal. Teachers will participate in aligned professional learning activities to achieve the EGP.	\$530.00

Content Area Teachers (Reading, Math, Science)	
Goal: As a department- Elementary/Jr High team, teachers will increase the number of students who exceed expected CGA using ATI (Pre to Post).	
End of Year- measured Pre to Post	
<ul style="list-style-type: none"> • Expected CGA Exceeded- \$531.25 • Expected CGA Maintained- \$431.25 	
Special Education Teachers/System 44 & Read 180 Teachers	

- Brian- Students will make expected progress on their IEP goals as reported at the expiration of the IEP with data collected at end of year.
 - \$530.00- At least 70% of assigned students will make progress on math/reading goals on their IEPs as reported at their IEP's with data collected at end of year.
 - \$430.00- At least 60% of assigned students will make progress on math/reading goals on their IEPs as reported at their IEP's with data collected at end of year.
- Susie- Students will make expected progress on their IEP goals as reported at the expiration of the IEP with data collected at end of year.
 - \$530.00- At least 70% of assigned students will make progress on math/reading goals on their IEPs as reported at their IEP's with data collected at end of year.
 - \$430.00- At least 60% of assigned students will make progress on math/reading goals on their IEPs as reported at their IEP's with data collected at end of year.
- Annie- Students will make expected progress on their IEP goals as reported at the expiration of the IEP with data collected at end of year.
 - \$530.00- At least 70% of assigned students will make progress on math goals on their IEPs as reported at their IEP's with data collected at end of year.
 - \$430.00- At least 60% of assigned students will make progress on math goals on their IEPs as reported at their IEP's with data collected at end of year.
- Tracie/Nickie- Students will achieve mid-year and end of year Lexile goals as set and measured by READ180 OR **increase the number of students who exceed expected CGA using ATI (Pre to Post)**.
 - \$530.00- At least 70% of students will meet their lexile growth by the end of the year.
 - \$430.00- At least 60% of students will meet their lexile growth by the end of the year.
- Amy & Beth- Speech/Language students will make progress on the communication goals on their IEP's as reported at the expiration of the IEP with data collected at mid-year and end of year.
 - \$530.00- At least 70% of assigned students will make progress on speech goals on their IEPs as reported at their IEP's with data collected at end of year.
 - \$430.00- At least 60% of assigned students will make progress on speech goals on their IEPs as reported at their IEP's with data collected at end of year.

Measures of Progress- Elective Teachers

- Music-** Increase student participation in performances. (virtual and/or in-person)
- \$530.00- 80% of students will participate at each performance (end of year).
 - \$430.00- 70% of students will participate at each performance (end of year).
- P.E.-** Organize and monitor athletics serving as Athletic Director for the year and/or plan and facilitate 2 intermural tournaments during the school year, after school or on weekends
- \$530.00- met goal
- Dance-** Increase student participation in performances (virtual and/or in-person)
- \$530.00- 80% of students will participate at each performance (end of year).
 - \$430.00- 70% of students will participate at each performance (end of year).

3. Individual Teacher Performance	Up to \$837.50
Due to the COVID pandemic, all teachers who taught in the 19-20 SY will be eligible for Individual Teacher Performance Pay. REIL scores carried forward from the 18-19 SY.	
Highly Effective & Effective	\$842.00

Additional Plan components:

1. School district performance and school performance.
Student achievement data resulting in school and district label will be reviewed by all staff, disaggregated and studied to find patterns and solutions for higher achievement. This is not part of the compensation plan.
2. Measures of academic progress toward the academic standards adopted by the state board of education.
AzMerit was not given during the previous academic year due to COVID closures. It is undetermined if this state assessment will be given this school year.
3. Other measures of academic progress.
Chapter tests are measured by the Primary goals above as part of the compensation plan.
4. Dropout or graduation rates.
Student mobility and dropout rates are reviewed quarterly. The superintendent works closely with the Principals to monitor these rates. This is not part of the compensation plan.
5. Attendance rates.
Both schools address student attendance through the use of the Wilson Attendance Mandate. This is not part of the compensation plan.
6. Ratings of school quality by parents.
A survey of parents will be done in the spring annually from the district office. Goals for parent satisfaction will be set after spring of 2006. This is part of the overall district plan, but not part of the compensation plan.
7. Ratings of school quality by students.
Students in third grade and students at the Elementary school will be asked to fill out surveys of satisfaction each year. The surveys will be administered by the principal's offices. This is not part of the compensation plan.
8. The input of teachers and administrators.
Each year, goals are set by the teachers and administrators after reviewing the student data.
9. Approval of the performance based compensation system based on an affirmative vote of at least seventy per cent of the teachers eligible to participate in the performance based compensation system.
10. An appeals process for teachers who have been denied performance based compensation.
Teachers who have been denied performance based compensation will have the right to appeal the decision. They must notify the Human Resource department in writing of their appeal within 30 days of checks being issued. If a whole group wants to appeal, one or two representatives can be chosen to appeal for the group as a whole. Evidence of meeting the goal must be presented along with the appeal. The new evidence will be reviewed by a committee formed by the Human Resource Director. An appeal decision will be sent to the Superintendent's office within 15 days of receiving the appeal.
11. Regular evaluation for effectiveness.

Annually, each school staff will review the status of the performance plan and propose changes or edits to the written plan. The Governing Board will adopt the plan by December 31st each year.



Wilson Elementary School District #7

Classroom Site Plan Funds

Performance Pay Plan
For 2020-2021 School Year

Principal

Maki Wojcicki

Superintendent

Antonio Sanchez

Background

The Wilson School District 301 plan was originally developed through an Interest Based process in the fall and spring of 2001 to comply with the requirements of the Classroom Site Fund (CSF) legislation, which became a statute following a vote of the public in [November 2000](#). This legislation provided that each school district should allocate funding from the CSF as follows:

- 40% must be used for “teacher compensation increases based on performance”;
- 20% must be used for “teacher base salary increases”;
- 40% must be used for “maintenance and operations purposes”, which may include teacher compensation increases. This fund may be used to provide training and training stipends for staff with a developing label.

Each year the staff meets to update and revise the plan for Board approval by December.

Qualifying Procedures for Performance Pay

Wilson School District will consider qualified employees as employees who: are contracted on the teachers’ salary schedule, hold a teaching certificate, and work primarily with students. Such employees will be eligible for participation in the performance pay plan.

Teachers who are under contract for one day longer than one full semester are eligible for performance pay. The amount of performance pay will be pro-rated based on the actual number of contract days. In order to receive performance pay, a qualifying employee must have completed the contract for which performance pay is awarded.

Examples: An employee, who resigns and leaves service during the school year, will not be eligible for performance pay for that year unless they have worked one day longer than the full semester. An employee, who takes a leave of absence after the first semester and does not return to work during that school year, will receive performance pay at a pro-rated rate. An employee, who takes a leave of absence during the school year and returns to work prior to the end of the school year, will receive performance pay at a pro-rated rate. No one may receive more than 100% of the allotted amount per person. Teachers remaining on an Improvement Plan for longer than the 90 day initial period will not receive Performance Pay.

Allocation of Funds

Performance Pay funds will be allocated among qualified employees contingent upon the arrival of the test score data in time to prepare and distribute the checks. Pay for label designations may not be paid until final educator effectiveness labels are received. Pay amounts may vary annually based on the amount received.

Wilson Primary School

301 Sections	SY17	SY18	SY19`	SY20	SY21
Base Pay	\$ 804	\$804	\$804	\$804	\$804
Enhancement	\$1700	\$1700	\$2300*	\$2300*	\$2300*
Performance Pay (increase)	\$1608	\$2000	\$2500**	\$2500	\$2500
TOTAL	\$4112	\$4504	\$5604	\$5604	\$5604

*Certified staff will receive \$600 for participating in one full day training on July 29th prior to contract beginning in recognition of returning to Wilson School District (added to Enhancement).

Performance Pay

Professional Responsibilities	\$600
Measures of Academic Progress	
Part 1- Academic Goal	Up to \$530
Part 2- Educator Goal Plan	\$530
Individual Teacher Performance	\$840.00
*Individual Teacher Performance pay will be based on the teacher's performance classification from the prior school year (19-20). Due to the COVID pandemic, all teachers who taught in the 19-20 SY will be eligible for Individual Teacher Performance Pay.	
TOTAL Performance Pay	Up to \$2500

1. Professional Responsibilities	Up to \$600
<p>Teachers will select the following options from Engagement in Meaningful and Appropriate Professional Learning Opportunities, Collaboration with Colleagues, Engagement with Families, Communication with Families, and Leadership, or a combinations of events totaling the correct amount of "301 dollars" paid at \$20 per hour (or \$25 per hour for tutoring) earning up to \$600.00 (hourly amounts based on Schedule "F" as approved by the Governing Board). Documentation will be kept throughout the year by the teacher using the PL binder and Professional Responsibilities log (found on Team's site). The principal will approve the professional responsibilities rubric. Payment will be generated for hours up to \$600.</p> <p>*Teacher Leaders will earn 30 hours of Professional Responsibilities by planning and facilitating weekly CTM, analyzing data, and providing grade level support. Agendas and minutes will be posted on Teams site. Products of Collaboration will completed as determined by the Principal. Teacher Leaders will participate in monthly Site Team meetings led by the Principal and at least twice per year coaching support from the TL trainer.</p>	
Element	Activities & Evidence
Engagement in Meaningful and Appropriate	<ul style="list-style-type: none"> ○ Online learning with PD certificate (ex. Sanford Inspire, AVID e-learning)- self selected or as assigned ○ Book study (documented with dates and participants- sign in sheets)

Professional Learning Opportunities	<ul style="list-style-type: none"> ○ Participate in provided PD afterschool hours (led by Coaches or Peer Evaluators). ○ Attend PD outside the district with pre-approval ○ Webinars completed outside the school day (certificate) ○ Microsoft Innovative Educator hours (transcripts required) ○ AVID XP and Community of Practice completion
Collaboration with Colleagues	<ul style="list-style-type: none"> ○ Committee participation- attendance and tasks (assigned roles) ○ Peer to Peer support documented by calendar meetings or reflections (<i>additional</i> lesson planning meeting, peer observations and reflective dialogue, etc). ○ Teach technology to staff <p>*Does not include CTM's or grade level planning as this is an expectation for all teachers</p>
Engagement with Families	<ul style="list-style-type: none"> ○ Attend nighttime events related to academics- (Arts & Academic nights) ○ Attend school or district events outside the school day- Fall Festival, Community Clean Up, Spring Health Fair, etc. ○ PTO meetings- attend at least 1 per year ○ Grade level parent nights ○ Parent meetings attend at least 1 per year ○ Teach technology to parents (outside school day) ○ Virtual Family Engagement (outside school day) ○ Providing 'Office Hours' outside the regular school day.
Communication with Families	<ul style="list-style-type: none"> ○ Communication Log or Class Dojo – above and beyond expectations ○ Documents communication with families regarding individual student learning and progress (keep in PL binder) ○ Classroom newsletters
Leadership	<ul style="list-style-type: none"> ○ Committee leadership role ○ Leadership roles on district or school committees ○ Organize and facilitate fund raising clubs ○ Mentoring interns or student teachers ○ Present at a PTO meeting or Board Meeting ○ Organize and facilitate evening events ○ Writing grants, Donor's Choose, tax donations, and obtaining scholarships of at least \$2,000

2. Measures of Academic Progress	
Part 1- Academic Goal	Up to \$530.00
Part 2- Educator Goal Plan- Teachers will create and upload an EGP approved by Principal. Teachers will participate in aligned professional learning activities to achieve the EGP.	\$530.00
Preschool	
<p>Preschool Goal- All students will make progress in Phonemic Awareness as measured by the PAST assessment.</p> <ul style="list-style-type: none"> • \$531. 25- 70% of students will pass Concept of Spoken Word and Rhyme Recognition skill at mid-year, and Rhyme Completion skill at end of year. • \$431.25- 60% of students will pass Concept of Spoken Word and Rhyme Recognition skill at mid-year, and Rhyme Completion skill at end of year. 	
Kindergarten-3 rd Grade Teachers	
*As a grade level, teachers will work together to achieve the academic goal for both reading and math.	
Measures of Academic Progress- Up to \$530.	
Goal: Teachers will provide academic support for students so that students meet expected growth or exceed expected growth from ATI pre to post assessments as measured by grade level Categorical Growth within ATI.	

<p>End of Year- measured Pre to Post</p> <ul style="list-style-type: none"> • Expected CGA Exceeded- \$530.00 <ul style="list-style-type: none"> ○ ELA- \$265, Math \$265 • Expected CGA Maintained- \$430.00 <ul style="list-style-type: none"> ○ ELA- \$215, Math \$215 	
<p>Expanded Impact Teachers & Math Intervention</p> <ul style="list-style-type: none"> • EIT's will use the reading data from the assigned grade levels. • Math Intervention will use math data from assigned students, classes, or grade levels. <p>End of Year- measured Pre to Post</p> <ul style="list-style-type: none"> • Expected CGA Exceeded- \$530.00 • Expected CGA Maintained- \$430.00 	
<p>Special Education- Self Contained</p> <p>Following the IXL quarterly assessments, a minimum of 65% of students in Ms. Brady's class will show an improvement of a minimum of 15% growth in Math and Language Arts for the four grading quarters of the 2020-2021 school year.</p> <ul style="list-style-type: none"> • \$530.00- At least 70% of students will meet the goal. • \$430.00- At least 65% of students will meet the goal. 	
<p>Special Ed- Resource</p> <p>Students will make expected progress on their IEP goals as reported at the expiration of the IEP with data collected at mid-year and end of year.</p> <ul style="list-style-type: none"> • \$530.00- At least 70% of assigned students will make progress on academic goals on their IEPs as reported on their IEP's with data collected at end of year. • \$430.00- At least 60% of assigned students will make progress on academic goals on their IEPs as reported on their IEP's with data collected at end of year. 	
<p>Speech/Language</p> <ul style="list-style-type: none"> • Amy & Beth- Speech/Language students will make progress on the communication goals on their IEP's as reported at the expiration of the IEP with data collected at mid-year and end of year. <ul style="list-style-type: none"> ○ \$530.00- At least 70% of assigned students will make progress on speech goals on their IEPs as reported at their IEP's with data collected at end of year. ○ \$430.00- At least 60% of assigned students will make progress on speech goals on their IEPs as reported at their IEP's with data collected at end of year. 	
<p>Measures of Progress- Special Areas</p> <p>PE, Art, Music- Teachers will use performance-based rubrics to measure growth on targeted skills and/or meet or exceed expected growth using ATI pre/post for special area (PE, Art, Music).</p> <ul style="list-style-type: none"> • \$530.00- Students will demonstrate at least 75% growth using performance-based rubrics. • \$430.00- Students will demonstrate at least 65% growth using performance-based rubrics. 	
<p>STEM- Teacher will use performance-based rubrics to measure growth on targeted skills and/or students at assigned grade level will meet or exceed expected growth using Math CGA.</p> <ul style="list-style-type: none"> • \$530.00- Students will demonstrate at least 75% growth using performance-based rubrics. • \$430.00- Students will demonstrate at least 65% growth using performance-based rubrics. 	
<p>3. Individual Teacher Performance</p>	<p>\$842.00</p>

Due to the COVID pandemic, all teachers who taught in the 19-20 SY will be eligible for Individual Teacher Performance Pay. REIL scores carried forward from the 18-19 SY.

Highly Effective & Effective	\$842.00
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Additional Plan components:

1. School district performance and school performance.

Student achievement data resulting in school and district AYP and AZLearns labels will be reviewed by all staff, disaggregated and studied to find patterns and solutions for higher achievement. This is not part of the compensation plan.

2. Measures of academic progress toward the academic standards adopted by the state board of education.

AzMerit was not given during the previous academic year due to COVID closures. It is undetermined if this state assessment will be given this school year.

3. Other measures of academic progress.

Chapter tests are measured by the Primary goals above as part of the compensation plan.

4. Dropout or graduation rates.

Student mobility and dropout rates are reviewed quarterly. The superintendent works closely with the Principals to monitor these rates. This is not part of the compensation plan.

5. Attendance rates.

Both schools address student attendance through the use of the Wilson Attendance Mandate. This is not part of the compensation plan.

6. Ratings of school quality by parents.

A survey of parents will be done in the spring annually from the district office. Goals for parent satisfaction will be set after spring of 2021. This is part of the overall district plan, but not part of the compensation plan.

7. Ratings of school quality by students.

Students in third grade and students at the Elementary school will be asked to fill out surveys of satisfaction each year. The surveys will be administered by the principal's offices. This is not part of the compensation plan.

8. The input of teachers and administrators.

Each year, goals are set by the teachers and administrators after reviewing the student data.

9. Approval of the performance based compensation system based on an affirmative vote of at least seventy percent of the teachers eligible to participate in the performance based compensation system.

10. An appeals process for teachers who have been denied performance based compensation.

Teachers who have been denied performance based compensation will have the right to appeal the decision. They must notify the Human Resource department in writing of their appeal within 30 days of checks being issued. If a whole group wants to appeal, one or two representatives can be chosen to appeal for the group as a whole. Evidence of meeting the goal must be presented along with the appeal. The new evidence will be reviewed by a committee formed by the Human Resource Director. An appeal decision will be sent to the Superintendent's office within 15 days of receiving the appeal.

11. Regular evaluation for effectiveness.

Annually, each school staff will review the status of the performance plan and propose changes or edits to the written plan. The Governing Board will adopt the plan by December 31st each year.

Wilson Elementary School District #7 Request for Authorization to Dispose of Technology Equipment

School: District Office Department: Technology Room #: N/A

Check One:

Transfer Obsolete Damaged Lost Stolen Sold Trade-In

Complete this section if Trade-in, Sale or Transfer.

FROM:	TO:
_____	_____
_____	_____
_____	_____

			FOR BUSINESS OFFICE USE ONLY			
Tag No.	Description Model Number	Serial Number	Date Acquired	Recorded Cost Value	Present Est. Value	Sale / Trade-In Amount
20409	Surface Pro	44128264053	3/21/2017	755.62	Ø	Ø
20339	Surface Pro	44471160453	4/05/2016	4,597.37	Ø	Ø

IMPORTANT: If disposing of computers/tablets/iPads, Tech Services must erase the hard drive before disposal. Please sign below when this step has been completed

Signature Matthew J. Linn Date 4/20/2021
Tech Services representative



Reason for Disposition: (Include police report number if stolen or lost)

Damaged beyond repair.

Signature Beth Strickler Date 4/27/2021 Signature _____ Date _____
Principal/Department Head Board/Authorized Agent

Wilson School District # 7

Board Meeting Report

April 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
MAINTENANCE AND OPERATIONS FUND 001							
001- 100/ 600 Regular Education / Other Programs							
1000	Instruction	\$ 2,720,898	\$ 2,001,430	\$ 613,245	\$ 2,614,675	\$ 106,223	96%
2100	Support Svcs Student	407,168	334,972	74,266	409,238	(2,070)	101%
2200	Support Svcs Instr. Staff	396,428	361,134	73,788	434,922	(38,494)	110%
2300	Support Svcs Gen Admin	282,607	244,239	45,429	289,669	(7,062)	102%
2400	Support Svcs School Admin	375,600	308,379	70,198	378,577	(2,977)	101%
2500	Business & Technology	501,456	360,870	112,105	472,975	28,481	94%
2600	O & M Plant Svcs	1,471,924	1,030,063	403,148	1,433,211	38,713	97%
3100	Food Service Operations	17,517	-	431	431	17,086	2%
550-2200	K-3 Reading Program	61,077	51,285	14,866	66,151	(5,074)	108%
610-1000	Cocurricular Band/Choir	1,500	-	-	-	1,500	0%
620-1000	Athletic Programs	500	-	1,500	1,500	(1,000)	300%
900-3300	Community Services	452	452	-	452	0	100%
	Subtotal	\$ 6,237,127	\$ 4,692,824	\$ 1,408,977	\$ 6,101,801	\$ 135,326	98%
001 - 200 Special Education							
1000	Instruction	\$ 673,884	\$ 593,583	\$ 154,516	748,099	\$ (74,215)	111%
2100	Support Svcs Student	164,200	88,335	26,817	115,152	49,048	70%
2200	Support Svcs/ Omstr/ Staff	3,592	2,880	735	3,615	(23)	101%
2400	Support Svcs School Admin	136,989	108,795	29,757	138,552	(1,563)	101%
2500	Business & Technology	275	275	-	275	-	100%
	Subtotal	\$ 978,940	\$ 793,868	\$ 211,825	\$ 1,005,693	\$ (26,753)	103%
001 - 400 Transportation							
2500	Business & Technology	\$ 1,510	\$ 1,504	\$ -	\$ 1,504	\$ 6	100%
2600	District Trans. Svcs	\$ 7,824	\$ 4,567	\$ 3,256	\$ 7,823	\$ 1	100%
2700	Student Trans. Svcs	\$ 305,798	\$ 113,737	\$ 203,111	\$ 316,847	\$ (11,049)	104%
	Subtotal	\$ 315,132	\$ 119,807	\$ 206,367	\$ 326,174	\$ (11,042)	104%
511 - Desegregation Regular/Special Education							
1000	Instruction	\$ 1,609,398	\$ 1,033,440	\$ 271,525	\$ 1,304,965	\$ 304,433	81%
2100	Support Svcs Student	120,402	1,826	577	2,404	117,998	2%
2200	Support Svcs Instr. Staff	121,297	30,587	4,143	34,730	86,567	29%
2400	School Administration	15,203	958	245	1,203	14,000	8%
	Subtotal	\$ 1,866,300	\$ 1,066,812	\$ 276,490	\$ 1,343,302	\$ 522,998	72%
TOTAL M & O		\$ 9,397,499	\$ 6,673,311	\$ 2,103,658	\$ 8,776,970	\$ 620,529	93%

Wilson School District # 7

Board Meeting Report

April 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
CLASSROOM SITE FUNDS 011, 012 AND 013							
011- 100 Regular Education - Base							
1000	Instruction	\$ 298,947	\$ 48,380	\$ 13,973	\$ 62,353	\$ 236,594	21%
	Subtotal	\$ 298,947	\$ 48,380	\$ 13,973	\$ 62,353	\$ 236,594	21%
011- 200 Special Education - Base							
1000	Instruction	\$ 62,782	\$ 3,694	\$ 1,144	\$ 4,838	\$ 57,944	8%
	Subtotal	\$ 62,782	\$ 3,694	\$ 1,144	\$ 4,838	\$ 57,944	8%
	Total CSF- Base	\$ 361,729	\$ 52,074	\$ 15,117	\$ 67,191	\$ 294,538	19%
012- 100 Regular Education - Performance							
1000	Instruction	\$ 667,572	\$ 4,786	\$ 26,395	\$ 31,180	\$ 636,392	5%
2000	Support Services & Interest	15,000	1,629	540	2,168	12,832	14%
	Subtotal	\$ 682,572	\$ 6,415	\$ 26,934	\$ 33,349	\$ 649,223	0%
012- 200 Special Education - Performance							
1000	Instruction	\$ 170,000	\$ -	\$ -	\$ -	\$ 170,000	0%
	Subtotal	\$ 170,000	\$ -	\$ -	\$ -	\$ 170,000	0%
	Total CSF - Performance	\$ 852,572	\$ 6,415	\$ 26,934	\$ 33,349	\$ 819,223	4%
013- 100 Regular Education - Menu							
1000	Instruction	\$ 393,454	174,061	36,503	210,564	\$ 182,890	54%
2000	Support Services & Interest	2,000	1,446	-	1,446	554	72%
	Subtotal	\$ 395,454	\$ 175,507	\$ 36,503	\$ 212,010	\$ 183,444	54%
013- 200 Special Education - Menu							
1000	Instruction	\$ 86,755	\$ 9,646	\$ 2,988	\$ 12,634	\$ 74,121	15%
	Subtotal	\$ 86,755	\$ 9,646	\$ 2,988	\$ 25,268	\$ 74,121	29%
	TOTAL CSF - MENU	\$ 482,209	\$ 185,153	\$ 39,491	\$ 237,278	\$ 257,565	49%
TOTAL CLASSROOM SITE FUND (CSF)		\$ 1,696,510	\$ 243,642	\$ 81,542	\$ 337,818	\$ 1,371,326	20%

Wilson School District # 7

Board Meeting Report

April 2021

Function Code	Function Description	FY 21 Budget REVISED	Expended YTD	Encumbered YTD	Exp & Enc YTD	Uncommitted Balance	% Committed
UNRESTRICTED CAPITAL OUTLAY FUND 610							
1000	Instruction	\$ 1,023,310	\$ 465,682	\$ 5,775	\$ 471,457	\$ 551,853	46%
2100	Support Svcs Student	9,000	9,292	-	\$ 9,292	(292)	103%
2200	Media/ Library	144,250	152,611	417	\$ 153,028	(8,778)	106%
2300	Support Svcs Gen Admin *	-	-	-	\$ -	-	N/A
2400	Support Svcs School Admin*	-	-	-	\$ -	-	N/A
2500	Business & Technology	86,500	84,530	8,575	\$ 93,105	(6,605)	108%
2600	O & M Plant Svcs	84,958	1,204	12,587	\$ 13,791	71,167	16%
2700	Student Trans. Svcs	-	-	-	\$ -	-	N/A
3100	Food Service Operations	-	-	-	\$ -	-	N/A
3300	Community	-	-	-	\$ -	-	N/A
4500	Building Acquisition	12,077	19,305	-	\$ 19,305	(7,228)	160%
4600	Site Improvements	-	-	-	\$ -	-	N/A
4700	Building Improvement	110,000	103,975	-	\$ 103,975	6,025	95%
200-1000	Special Ed Instruction	-	449	-	\$ 449	(449)	N/A
200-21/2200	Special Ed Student Support	1,000	1,033	-	\$ 1,033	(33)	103%
610-1000	Cocurricular Bank/Choir	-	-	-	\$ -	-	N/A
511-1000	Desegregation - Instruction	-	-	-	\$ -	-	N/A
511-2000	Desegregation - Support Svcs	-	-	-	\$ -	-	N/A
511-4000	Desegregation - Bldg Improv	-	-	-	\$ -	-	N/A
TOTALS		\$ 1,471,095	\$ 838,082	\$ 27,355	\$ 865,436	\$ 605,659	59%

BOARD APPROVAL OF ADD'L COMPENSATION

Revised 5/4/2021

Name	Position Description	Fund	Rate of pay	From	To
<u>Work Agreements</u>					
CROSS GUARD	EXTRA DUTY FOOD SERVICE	510	Hourly Rate	4/23/2021	4/23/2021
RECEPTIONIST	MCKINNEY VENTO DRIVER	1	Hourly Rate	4/12/2021	4/12/2021
INSTRUCTIONAL ASSISTANT	EXTRA DUTY SPED DRIVER	1	Hourly Rate	4/20/2021	5/21/2021
INSTRUCTIONAL ASSISTANT	EXTRA DUTY SPED DRIVER	1	Hourly Rate	4/20/2021	5/21/2021
INSTRUCTIONAL ASSISTANT	EXTRA DUTY SPED DRIVER	1	Hourly Rate	4/20/2021	5/21/2021

ACTION ITEM

DATE: May 12, 2021

ITEM: Approve the FY2020-2021 Revised Budget. In accordance with ARS 15-905(E), a final budget revision must be completed and approved at a governing Board meeting before May 15, 2021.

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED: _____
Mr. Antonio Sanchez, Superintendent

RECOMMENDED: It is recommended the Governing Board approve the FY2020-2021 revised budget.

ACTION ITEM**DATE:** May 12, 2021

ITEM: The Technology Department has requested permission to dispose of two (2) Surface Pro computers. Both items are damaged beyond repair.

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED: _____
Mr. Antonio Sanchez, Superintendent

DISCUSSION: Arizona Administrative Code R7-2-1131(C) and Governing Board policy DN authorize the disposition of surplus materials through competitive sealed bids, public auction, established markets, trade-in, posted prices, or state surplus property. If unusual circumstances render the above methods impractical, the District may employ other disposition methods provided the District makes a determination that such procedure is advantageous to the District.

The items in question are not in acceptable condition for auction or state surplus.

Westech Recyclers in Phoenix provides data destruction (in addition to District hard drive erase protocols) per NIST 800-88 guidelines and provides environmentally safe dismantlement and disposal of equipment at no cost to the District. The District has utilized the services of this company in the past and has found them to be reliable, responsible, and responsive.

RECOMMENDED: It is recommended that the Governing Board approve the disposal of equipment via disposal with Westech Recyclers as specified above.

INFORMATION ITEM

DATE: May 12, 2021

ITEM: Board Financial Report as of April 30, 2021

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

INFORMATION: All funds are within legal budget limits and are expected to remain so.

ACTION ITEM

DATE: May 12, 2021

ITEM: Minutes for April 13, 2021

Minutes following

ACTION ITEM

DATE: May 12, 2021

ITEM: Approval of the extra duty and stipends

SUBMITTED BY: _____
Beth Strickler, Director of Business Services & Technology

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the extra duty and stipends as of 3/31/2020.

ACTION ITEM

DATE: May 12, 2021

ITEM: Agreement between (AVID) Advancement Via Individual Determination Center and Wilson Elementary School District for 2021-2022 school year.

SUBMITTED BY: _____
Rebecca Willey, Curriculum Director

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the Agreement between (AVID) Advancement Via Individual Determination Center and Wilson Elementary School District #7 for 2021-2022 school year.

ACTION ITEM

DATE: May 12, 2021

ITEM: Amend section, the Measures of Academic Progress – Part 1 – Academic Goal, Page 4 of the Wilson Primary Classroom Site Funds plan approved on December 10, 2020. Student achievement data will not be used for 2020-2021 performance pay.

SUBMITTED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

INFORMATION:

Amend as follows – “Due to the pandemic, year 2020-2021 will be a hold harmless year. Student achievement will not be used for 2020/2021 for pay for performance.” All teachers employed through May will qualify for this portion of the pay for performance (\$530.00).

RECOMMENDATION:

It is recommended that the Governing Board amend section, the Measures of Academic Progress – Part 1 – Academic Goal, Page 4 of the Wilson Primary Classroom Site Funds plan approved on December 10, 2020. Student achievement data will not be used for 2020-2021 performance pay.

ACTION ITEM

DATE: May 12, 2021

ITEM: Amend section, the Measures of Academic Progress – Part 1 – Academic Goal, Page 4 of the Wilson Elementary Classroom Site Funds plan approved on December 10, 2020. Student achievement data will not be used for 2020-2021 performance pay.

SUBMITTED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

INFORMATION:

Amend as follows – “Due to the pandemic, year 2020-2021 will be a hold harmless year. Student achievement will not be used for 2020/2021 for pay for performance.” All teachers employed through May will qualify for this portion of the pay for performance (\$530.00).

RECOMMENDATION:

It is recommended that the Governing Board amend section, the Measures of Academic Progress – Part 1 – Academic Goal, Page 4 of the Wilson Elementary Classroom Site Funds plan approved on December 10, 2020. Student achievement data will not be used for 2020-2021 performance pay.

ACTION ITEM

DATE: May 12, 2021

ITEM: Approve the intergovernmental agreement between City of Phoenix and Wilson Elementary School District for School Resource Officer.

SUBMITTED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the Intergovernmental Agreement between the City of Phoenix and the Wilson Elementary School District for School Resource Officer.

ACTION ITEM

DATE: May 12, 2021

ITEM: Approve the Facility Use Agreement between Booker T Washington Child Development Center and Wilson Elementary School District #7.

SUBMITTED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDED BY: _____
Antonio Sanchez, Superintendent

RECOMMENDATION:

It is recommended that the Governing Board approve the Facility Use Agreement between Booker T Washington Child Development Center and Wilson Elementary School District #7.

ACTION ITEM**DATE:** May 12, 2021**ITEM:** Approval of New Employment**SUBMITTED BY:** _____
Alex Dumas, Human Resources Director**RECOMMENDED BY:** _____
Antonio Sanchez, Superintendent

ADMIN	CLASS. ADMIN	CERTIFIED	CLASSIFIED	Name	FT E	Assignment	Effective Date	Contract Amount
		X		Megan Lubrecht	1.0	School Counselor (Primary)	07-27-2021	\$50,000.00 yr
		X		Mayra Vargas Ontiveros	1.0	Preschool Teacher (Primary)	07-27-2021	\$42,580.00 yr.
		X		Gwendolyn Watson	1.0	Jr. High Language Arts Teacher (Elementary)	07-27-2021	\$45,260.00 yr.

RECOMMENDATION:

It is recommended that the Governing Board approve the following individual contracts.

ACTION ITEM**DATE:** May 12, 2021**ITEM:** Approval of Discontinuance of Employment**SUBMITTED BY:** _____
Alex Dumas, Human Resources Director**RECOMMENDED BY:** _____
Antonio Sanchez, Superintendent

ADMIN	CLASS, ADMIN	CERTIFIED	CLASSIFIED	Name	FTE	Assignment	Effective Date	RESIGNATION	NONRENEWAL	DECEASED	RETIREMENT	TERMINATION	LEAVE OF ABSENCE
			X	Guadalupe Gonzales	.94	Spec. Ed. Instr. Asst. (Elementary)	04-30-2021	X					
			X	Angelica Moreno	.94	Spec. Ed. Instr. Asst. (Elementary)	05-06-2021	X					
			X	Vicente Loza	1.0	Landscaper (Maintenance)	05-14-2021	X					
			X	Ana Arochi	.94	Preschool Instr. Asst. (Primary)	05-21-2021				X		

RECOMMENDATION:

It is recommended that the Governing Board approve the following Discontinuance of Employment.

ACTION ITEM**DATE:** May 12, 2021**ITEM:** Approval of Leave of Absence**SUBMITTED BY:** _____
Alex Dumas, Human Resources Director**RECOMMENDED BY:** _____
Antonio Sanchez, Superintendent

ADMIN	CLASS. ADMIN	CERTIFIED	CLASSIFIED	Name	FTE	Assignment	Effective Date	RESIGNATION	NONRENEWAL	DECEASED	RETIREMENT	TERMINATION	LEAVE OF ABSENCE
			X	Maria Caraveo	1.0	Food Service Cook (Elementary)	04-26-2021 through 05-21-2021						X
			X	Barbara Chandler	.94	Spec. Ed. IA (Elementary)	04-30-2021 through 05-21-2021						X

RECOMMENDATION:

It is recommended that the Governing Board approve the following individual Leave of Absence.

WILSON ELEMENTARY SCHOOL DISTRICT NO. 7

Governing Board Meeting Minutes for Tuesday, April 13, 2021
Regular Meeting & Executive Session – Webex – 5:00 p.m.

REGULAR MEETING & EXECUTIVE SESSION – WEBEX

1.0 GENERAL FUNCTIONS

Call to Order - Meeting began at 5:12 p.m.

Pledge of Allegiance – Anna Martinez, Board President, led the Pledge of Allegiance.

Roll Call – Mrs. Joyce called roll.

Mrs. Anna Martinez-Present,

Mr. Mario Martinez-Present

1.01 Adoption of Board agenda.

ACTION

Approve to adopt the board agenda

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

2.0 PUBLIC PARTICIPATION

2.01 None

DISCUSSION

3.0 SUPERINTENDENT REPORT

3.01 Primary Report – Mrs. Wojcicki, Principal, reported on:

DISCUSSION

- Junior Achievement – have had a partnership for many years and did not want to miss out on the opportunity, they adjusted their program to have recorded videos by volunteers, they gave the teachers kits to use for in person students to experience the real world experience, learn about money, community, community building. Lessons will be virtual for teachers to use both with in person and virtual students.
- Summer School – in the process of planning, had great response from teachers and instructional assistants to help close the gap and get them ready for next year, Summer School will be from June 1 – July 8, 6 weeks. Will have 20-26 students in each class depending on (CDC) Centers for Disease Control guidelines. Discussing a hybrid model but are encouraging students to come in person. Will look at data to choose and be selective on choosing students.
- Reading Interventionists selected – to start next year, now have four Reading interventionist, reading experts to support our students.

3.02 Superintendent Report – Mr. Sanchez, Superintendent, Mrs. Willey, Curriculum Director and Mrs. Strickler, Director of Business Services and Technology, will report on:

DISCUSSION

- Informing the Board of Assistant Principal at K-3 – the position was eliminated 2 years ago, have funds and job description. The goal will be to

decrease gap, attract new students, and find missing students in addition to regular duties.

- Elementary and Secondary School Emergency Relief (ESSER) I expenditures – is from March 13, 2020 to September 30, 2022. Cares Act, Coronavirus Aid, Relief and Economic Security Act, 2 trillion relief package, \$13.5 billion for K-12, \$277 million for Arizona K-12 education, focus is supporting students, families, educators, leaders to enhance K-12 COVID-19 relief, prevention and preparation, and recovery efforts statewide. Relief, March 13 – May 30, 2020, meet immediate needs, managing school closures, summer school planning. Preparation and prevention, June 1 – August 30, 2020, address and stabilize disruption, prepare for safe school opening and future health disruptions. Recovery, September 1, 2020 – September 30, 2021, manage on-going recovery needs of students and schools, reimagine safe learning environments. What next – ESSER II, March 13, 2020 through September 30, 2023, award \$1,748,558, ESSER III, March 13, 2020 through September 30, 2024, said to be double. To use monies in long term planning, not one time things, spread it over the life of the grant and to use it to be creative on education. Will be bringing a report back to the board in May’s board meeting on what the monies will be spend on.
- Neighborhood Blockwatch Grant – Wilson was awarded again, same aspects, keeping our library and playground open, will also be used for some summer program, like Zumba classes and gym.

4.0 APPROVAL OF CONSENT - ACTION

4.01 Ratification of expense vouchers:

1067 dated March 2, 2021 in the amount of \$50,161.52

1069 dated March 11, 2021 in the amount of \$40,283.66

1070 dated March 16, 2021 in the amount of \$44,336.69

1071 dated March 18, 2021 in the amount of \$25,111.10

1072 dated March 23, 2021 in the amount of \$63,066.85

1074 dated March 25, 2021 in the amount of \$3,137.36

4.02 Ratification of payroll vouchers:

1068 dated March 16, 2021 in the amount of \$355,390.88

1073 dated March 30, 2021 in the amount of \$329,904.85

1075 dated April 12, 2021 in the amount of \$357,755.40

4.03 New Employment:

Noel Sosa Aria, Instructional Assistant, effective 3/1/21

4.04 Transfer of Employment:

Jill Plattner, from Preschool Teacher to Instructional Assistant, effective 7/28/21

4.06 Leave of Absence:

Barbara Chandler, Instructional Assistant, effective 4/7/21-4/23/21

4.07 Minutes for March 2, 2021

4.08 Minutes for April 1, 2021

4.09 Minutes for April 7, 2021

4.10 Board Financial Report as of March 31, 2021

4.11 Extra duty and stipends

Approve consent items 4.01-4.04, 4.06-4.11

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

4.05 Discontinuance of Employment:

ACTION

Celeste Gabaldon, Instructional Assistant, effective 3/29/21

Beatriz Castro, Custodian, effective 4/13/21

Antonio Sanchez, Superintendent, effective 6/30/21

Maria Caraveo, Food Service, effective 5/21/21

Approve Discontinuance of Employment. Discussion followed with Mr. Martinez, Board Member, thanking Mr. Sanchez, saying he changed the dynamics, improved the number of students that graduated from high school and going on to college. Mr. Sanchez, Superintendent thanked Mr. Martinez and explained that it was a team approach.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

4.12 Acceptance of gifts:

ACTION

Donor	Gift	Purpose
Nuzzles adjustable/cotton	\$2,198	Face Mask (200) donation –

Acceptance of gifts with the revision of gift as \$17,970 instead of \$2,198 and 3000 Face Masks instead of 200.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

5.0 SCHOOL BUSINESS

5.01 Approval of advertisement for the position of District Superintendent.

**DISCUSSION
/ACTION**

Approve the advertisement for the position of District Superintendent. Discussion followed with Mr. Highlen, from Arizona School Boards Association, explaining that the Board had wanted him to get together with the administration and put together an advertisement. Mr. Highlen, Arizona School Boards Association, went over the advertisement; thought it represented the district well and flows very well and will give any person looking to apply a good well-rounded understanding of what the District is looking for. Worked with administration to come up with the salary and though the salary of \$100,000 to \$120,000 is a good start for the size of the district. Mr. Highlen, went over the timeline, so far have May 18 for screening the applicants, date can be changed. Mr. Highlen went

over the screening process with the Board, which would be done in another board meeting, in executive session. When Board comes out of executive session, they would name people to be interviewed. Mr. Highlen estimates it could take 2 to high point of 5 to 6 hours but he thinks would take 3 to 4 hours.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

5.02 Approval of questions to be included in the District Superintendent position application advertised through the Arizona School Boards Association.

**DISCUSSION
/ACTION**

Approve questions to be included in the District Superintendent position application advertised through the Arizona School Boards Association. Discussion followed with Mr. Highlen, Arizona School Boards Association, explaining this is not a question you can ask during an interview, this is a question that is imperative, example, what would you do to keep students here. Mr. Martinez would like the following questions to be added, how do you plan to track students beyond high school, how would you attract students to attend Wilson, how do you address diversity and equity so that all students have the opportunity to learn.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

5.03 Approval of specific dates related to the search process for a new District Superintendent as presented in the Search Agreement with ASBA.

**DISCUSSION
/ACTION**

Item was tabled

5.04 The Arizona School Boards Association will provide the Governing Board with an overview of the next superintendent search meeting agenda.

DISCUSSION

Discussion followed the Mr. Highlen, Arizona School Boards Association, just went over dates, May 18 for screening, but can change, meeting might last 3 or 4 hours or a little longer depending on how many applicants, you will screen each applicant, if Board is ready, direct Mr. Highlen in open session to invite the candidates, talk about first interview, about the questions, the formant of the interview, how to do the interview, just question and answer, ask them to do a presentation, going to do a roll play. Mr. Highlen will explain all at the screening meeting. In addition, will talk about a second interview, not make a decision but know Board should have one, and very important is to talk to the community, how to safely have them meet candidates, is that by having a meeting in person or virtual or both. Will meet with administration to plan this and bring it to the Board. Mr. Highlen, suggested that the Board attend the community meeting.

5.05 Approval of the New Teacher Mentor grant.

ACTION

Approve the New Teacher Mentor grant. Discussion followed with Mrs. Willey, Director of Curriculum, explaining what the grant will cover, a two year grant, school years 2021-2022 and 2022-2023, \$150,000 and provide a full time new teacher mentor, roll to specifically support first and second year teachers in the classroom, spend 2 hours minimum with each new teacher each

week providing support, being a shoulder to cry on, emotional support, whatever they need in order to be successful their first 2 years. Mrs. Willey will be evaluating the New Teacher Mentor position.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

5.06 Approve Summer School Teacher pay rate from \$25 to \$35 an hour for Summer 2021. ACTION

Approve Summer School Teacher pay rate from \$25 to \$35 an hour for Summer 2021.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

5.07 Approval afterschool tutoring pay for the rest of the school year and also 2021-2022 school year with the revision to increase added from \$25 to \$35. ACTION

Approve afterschool tutoring pay for the rest of the school year and also 2021-2022 school year with a revision to add an increase from \$25 to \$35.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

6.0 PERSONNEL MATTERS

6.01 Approval of Substitute pay be increased from \$100 to \$150 for all regular substitutes and long term substitute pay to \$175 beginning April 14, 2021 to May 21, 2021. ACTION

Approve the Substitute pay be increased from \$100 to \$150 for all regular substitutes and long term substitute pay to \$175 beginning April 14, 2021 to May 21, 2021. Discussion followed with Mr. Martinez, Board Member, asking if it is a competitive rate compared to other districts and Mr. Dumas, Human Resource Director, said it was. Mr. Sanchez, Superintendent, said the district is struggling to obtain substitutes. Mr. Martinez asked how does the district contract with substitutes, and Mr. Sanchez, Superintendent explained that Mr. Dumas, Human Resource Director works with (ESI) Educational Services, Inc.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.

Aye: Mario Martinez, Anna Martinez

6.02 Approval of Educational Services, Inc. (ESI) to provide Substitute Teacher services and RetireRehire return-to-work services for the 2021-2022 school year. ACTION

Approve Educational Services, Inc. (ESI) to provide Substitute Teacher services and RetireRehire return-to work services for the 2021-2022 school year.

Moved by Mario Martinez, seconded by Anna Martinez

Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

6.03 Approval of the following job descriptions: New Teacher Mentor, Grants Coordinator, Principal and Assistant Principal. ACTION

Approve the following job descriptions: New Teacher Mentor, Grants Coordinator, Principal and Assistant principal. Discussion followed with Mr. Martinez, Board Member asking if Grants Coordinator was a new position and if it would be an Administrative position. Mr. Dumas, Resource Director, said it was and Mrs. Strickler, Director of Business Services and Technology, said it would be a classified position.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

7.0 FINANCIAL MATTERS

7.01 Approval of the acceptance the fiscal year 2019-2020 financial audit report as presented. The audit is complete and the reports have been sent to the Auditor General's Office and other interested agencies. ACTION

Approve to accept the fiscal year 2019-2020 financial audit report as presented.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

7.02 Approval of the fiscal year 2021-2022 Pupil Transportation Services Contract Renewal Amendment with First Student, Inc. ACTION

Approve the fiscal year 2021-2022 Pupil Transportation Services Contract Renewal Amendment with First Student, Inc. Discussion followed with Mr. Martinez, Board Member, asking how communication was going with First Student. Mr. Sanchez, Superintendent, said the district was in good relations with First Student.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

7.03 Call to Executive Session Pursuant to A.R.S. §38-431.03 A.1, A.5, A.7 ACTION

Call to Executive Session Pursuant to A.R.S. §38-431.03 A.1, A.5, A.7

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

Items 8.02 and 8.04 were tabled.

8.0 EXECUTIVE SESSION

8.01 Discussion or consultations with designated representatives of the district in order to consider its position and instruct its representatives regarding negotiations for the lease agreement of real property at 3005 E Fillmore St. **DISCUSSION**

8.02 Discussion, or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations with Wilson Educators Association regarding the salaries, salary schedules or compensation paid in the form of fringe benefits to employees of the public body. **DISCUSSION**

RECESSED TO EXECUTIVE SESSION AT 6:45 P.M.

RECONVENE FROM EXECUTIVE SESSION AT 7:06 P.M.

8.03 Instruction of Superintendent and his staff in accordance with the matters discussed in executive session. **ACTION**

Instruct of Superintendent and his staff in accordance with the matters discussed in executive session.

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

8.04 Instruction of Board Representatives as per executive session regarding Meet and Confer. **ACTION**

9.0 ADJOURNMENT

Adjourn the meeting. Meeting adjourned at 7:08 p.m. **ACTION**

Moved by Mario Martinez, seconded by Anna Martinez
Vote passed, 2/0, unanimously.
Aye: Mario Martinez, Anna Martinez

Next meeting will be held on Tuesday, May 11, 2021 at 5:00 p.m.

Anna Martinez, Board President

Mario Martinez, Member