

**SPECIAL BOARD MEETING  
AGUA FRIA UNION HIGH SCHOOL DISTRICT #216  
District Office Boardroom  
1481 N. Eliseo Felix Jr. Way, Avondale, AZ 85323  
May 23, 2018**

Mrs. Mary Kay Utecht, President  
Ms. Maxine Hill, Member  
Mr. Tom Rosztoczy, Member  
Mrs. Mariana Sandoval, Member (*late arrival – 5:34 p.m.*)

**BOARD MEMBERS  
PRESENT**

Mrs. Gina DeCoste, Clerk

**BOARD MEMBERS  
ABSENT**

Dr. Dennis Runyan, Superintendent  
Mr. Thomas Huffman, Executive Director, Educational Services  
Mrs. Sandra Haiflich, Executive Director, Accountability and Accreditation  
Mrs. Sheila Sorenson, Executive Director, Human Resources  
Mrs. Marcie Rodriguez, Executive Director, Finance  
Mr. Mike Shepard, Executive Director, Support Services  
Mr. Ernest Molina, Principal, Agua Fria High School  
Mr. Sean Smith, Director, Data and Assessment  
Dr. Grant Conway, Director, Curriculum and Instruction  
Ms. Anne Wisener, Director, Career and Technical Education  
Mr. Patrick Becker, Director, Special Education

**ADMINISTRATORS  
PRESENT**

Nicole Sweer, Bobby Vernier, Becky Breitweiser, C. Mike Sinor, Paloma Perez, Cynthia Flores, Guillermo Flores, Kaitlyn Secor, Jill Thomas, Irma Padilla, Analy Talamante, Toni Mueller, Catherine Crary, Jen Grumbling, Veronica Schepker, Ashleigh Pigusch, Bill Lucas, Jeff Stroud, Stacy Hink, Charlotte Bethel, Kathy Gross, Samuel Eid, Oscar Gironi, Gen Turnbull, Melanie Otero Colin, Angie Madsen, Jeff Samaniego, Dustin Samaniego, Chelsea Charlton, Lino Robles, Christin Johnson, Dana McCarty

**STAFF PRESENT**

None

**OTHERS PRESENT**

Mrs. Utecht called the Special Board Meeting to order at 5:30 p.m. and led the Pledge of Allegiance.

**CALL TO ORDER –  
PLEDGE OF  
ALLEGIANCE**

The Call to Public agenda item allows individuals the opportunity to address the Governing Board on any issue within the jurisdiction of the Board. Comments are limited to three minutes per person. There was one request to speak:

**CALL TO PUBLIC**

Kaitlin Secor, a teacher at Agua Fria High School and member of the Agua Fria District Education Association, recommended that the District define “teacher” to include, guidance counselors, librarians and teacher mentors. She feels there should be enough money to invest in all certified staff. District Additional Assistance or Inflationary funding can be used for classified staff. Everyone should be compensated.

It was moved by Mr. Rosztoczy to convene an Executive Session pursuant to A.R.S. 38-431.03(A)(3) - Discussion or consultation for legal advice with the attorney(s) of the public body; and A.R.S. 38-431.03(A)(4) - Discussion or consultation with the attorney(s) of the public body in order to consider its position and instruct its attorney(s) regarding the public body's position relative to a Title IX complaint filed by Justin Blackburn and the subsequent Title IX report. The motion was seconded by Ms. Hill, and carried unanimously. The following statement was read by Mrs. Utecht:

**CONVENE EXECUTIVE SESSION**

“The Open Meeting Law requires that a public body advise all persons attending an Executive Session or obtaining access to Executive Session Minutes or information, that such minutes and information are confidential. The Executive Session will not be open to the public.”

The Board returned to Regular Session at 6:01 p.m.

**RETURN TO REGULAR SESSION**

It was moved by Ms. Hill to direct the attorney as discussed in Executive Session. The motion was seconded by Mr. Rosztoczy, and carried unanimously.

**DIRECTION TO PUBLIC BODY ATTORNEY REGARDING EXECUTIVE SESSION DISCUSSION**

Dr. Runyan welcomed the audience and clarified that no decisions will be made this evening.

**STUDY SESSION – ADDITIONAL STATE FUNDING**

The new money is allocated to the base-level funding formula, amounting to \$2,301,804 in salary and \$725,004 in inflation funding.

Mrs. Rodriguez and Mrs. Sorenson shared the legislative intent and the disclosure requirements of HB 2663. The legislature has left it up to school districts and governing boards to define “teacher” for dissemination of funding. The District’s own practice, which has been supported by the Meet and Confer team, is to include counselors, librarians, and teacher mentors when allocating increases.

Mr. Rosztoczy said that there needs to be a continuation of balance between positions and their next level up positions. The system will develop structural flaws if all the monies are allocated to one employee group. Mrs. Sorenson responded to a Board question related to how salary increases are determined for school administrators.

Employees were surveyed regarding distribution of the new funding to four identified employee groups – certified, certified non-teaching, classified, administrators. There were 452 responses, or approximately 55% of staff. Responses are summarized as follows:

- 93.81 % of respondents said the additional funding should be allocated to certified teachers
- 78.54% of respondents said the additional funding should be allocated to certified non-teachers
- 83.85% of respondents said the additional funding should be allocated to classified staff
- 35.41% of respondents said the additional funding should be allocated to administrators

Mrs. Sorenson presented the following recommendations for increases:

- Certified - \$2,185 flat base amount, plus a 5% additional increase at a cost of \$2,159,200 (places the new hire base at \$39,500)
- Classified - \$1.25% increase at a cost of \$134,772
- Administrator – 1.25% increase at a cost of \$47,954

Mr. Rosztoczy said he would like to see the new hire base for certified teachers at \$40,000.

Previous reductions and future restoration of District Additional Assistance funding was discussed. District Additional Assistance is used for purchases of capital items, or those outside of Maintenance and Operations funding.

Additional increases provided by the passage of the Maintenance and Operations Override combined with the proposed new funding allocations bring the total certified staff increases to 17% on average and classified and administrative increases to an average of 5%.

A brief recess was taken at 6:54 p.m.

**RECESS**

The Study Session resumed at 7:00 p.m.

**RETURN TO STUDY  
SESSION**

Salary data from comparative school districts was reviewed. The data shows that AFUHSD will be competitive with the other school districts on certified salaries, but are lower on administrator salaries in all categories.

Dr. Runyan asked Board members for their input so that, moving forward, Administration knows whether they are on the right track with recommendations.

Mrs. Utecht complimented staff for a clear and understandable presentation. Mr. Rosztoczy said that the proposed teacher increases help to make a teaching career more competitive with the world outside of education. He said the comparative salary data is evidence that more needs to be done for administrators. Ms. Hill shared no further comments. Mrs. Sandoval thanked teachers for making the additional funding possible. There was one request to speak:

Becky Breitweiser, a District teacher, said that classified staff always seem to be forgotten. An increase of 1.25% probably only equates to about 13 cents more per hour for most. Ms. Breitweiser said that, per her calculations, it seems like there should be enough money to bring the proposed 1.25% increase for classified employees up to 5% and she would like some consideration given to her recommendation.

#### **BEGINNING OF CONSENT AGENDA ITEMS**

Mr. Rosztoczy moved the approval of the Consent Agenda as presented. The motion was seconded by Ms. Hill, and carried unanimously. The following items were approved:

**CONSENT AGENDA**

**APPROVED.** Consent Agenda Item 7.2, \*Ratification of Human Resource Report containing the hiring of new employees, reassignments, requests for leave of absence, resignations, retirements, terminations, extra duty assignments and volunteers.

*HUMAN RESOURCE  
REPORT*

**APPROVED.** Consent Agenda Item 7.3, Consideration of Approval of Out of State Travel Requests. The following out-of-state trip was approved: Agua Fria Teachers Kolton Boothman and Joshua Collins to attend the Summit on Professional Learning Communities at Work Institute, June 5-8, 2018 in Las Vegas, Nevada. (Estimated cost is approximately \$670 to be paid using Title I funding.) *This out-of-state trip was previously approved by the Board. The teachers named above will replace attendees that have resigned from the District.*

*OUT OF STATE TRAVEL REQUESTS*

It was moved by Mr. Rosztoczy, seconded by Mrs. Sandoval, to adjourn the meeting. The motion carried 4-0 and the meeting adjourned at 7:17 p.m.

**ADJOURNMENT**

*\* Complete and approved lists/reports are available upon request in the Superintendent's Office and/or can be found as posted with the May 23, 2017 agenda on BoardDocs.*

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| President      | _____ |
| Member         | _____ |
| Superintendent | _____ |