

OSBORN SCHOOL DISTRICT NO. 8
Governing Board Regular Meeting
March 18, 2025

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:31 p.m. by Board President Violeta Ramos.

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

Pledge of Allegiance/School Presentation/Land Acknowledgement

Dr. Robert led the pledge. President Ramos read the land acknowledgment.

District Celebrations and Announcements

Dr. Robert shared that while in Washington DC for conferences, he, President Ramos, Mr. Carranza and Mr. Alexander have taken the opportunity to advocate for education. The visits have allowed staff to share the impact of the loss of the TSL grant, ensure safety is a priority, and the impact the loss of funding has had on local farmers and ranchers.

Dr. Robert also shared that the shade structures have been installed and playgrounds now have shade.

Consent Agenda – Approval of Items Since February Meeting

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
 - 1. February 18, 2025 Regular Meeting
 - 2. March 5, 2024 Work Study
- 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
 - 8. Non-Renewal
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal
- I. Revised job description for Preschool Coordinator
- J. Approval of job description for Montessori TOSA

President Ramos noted a correction to the February 18 minutes that should reflect it was the second reading of IHB-R.

Dr. Robert noted a correction to the personnel report which should list Nathan Bliss as a Performing Arts Teacher. His position was listed incorrectly in the report.

Mr. Hermes arrived at 5:40 pm.

Mrs. Greenberg motioned to approve with the above stated amendments. Mr. Thompson seconded. Motion carried 5-0.

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

Call to the Public

None.

Board Presentation

None

Admin Reports

No comments

Information/ Discussion

FY24 School District Spending Report

Ms. McCabe encouraged all to look at the report online for a more in-depth look at the report. Reviewing key highlights of the report she said that while classroom spending decreased 2% to 67% per pupil, spending increased by \$400 per student. This increase brings the district's per pupil spending to \$1592 exceeding the average of the district's peer group (similar districts) in the report. When compared to peers Osborn is in line with others with administrative costs. Spending per meal is high but is anticipated given the quality of food being served. Transportation has refined their process and lowered costs while the district's average teacher salary has increased to \$63,000.

Action Items

Recommendation to Approve 2026/26 Employee Fringe Benefit Plans

Dr Woodland reviewed there are a total of 6 health care plans offerings for staff with 5 of those options free to employees.

Mr. Hermes motioned for approval. Mrs. Ford seconded. Motion carried 5-0.

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

Approval of first review of ASBA Policy Revisions:

A	District Mission and Belief Statement
AA	School District Legal Status
AA-E	School District Legal Status
ABA	Community Involvement in Education
ABAA	Parental Involvement

AC	Nondiscrimination / Equal Opportunity
AC-R	Nondiscrimination / Equal Opportunity
AC-E	Nondiscrimination / Equal Opportunity
ACA	Sexual Harassment
ACA-R	Sexual Harassment
ACA-E	Sexual Harassment
ACAA	Title IX Sex Discrimination
ACAA-R	Title IX Sex Discrimination
AD	Education Philosophy / School District Mission
GBK	Staff Grievances
JII	Student Concerns, Complaints, and Grievances

Dr. Robert provided clarification in revisions to policy A stating that when the policy is brought back for approval it will accurately reflect the district's updated mission, vision and core values.

In reference to revisions to policy AC, Dr. Robert recommended not approving the revisions and deleting the cross references to Title IX.

Referring to a spreadsheet summary of revisions Mrs. Ford received clarification that the motion for approval would be with the recommendations summarized on the spreadsheet.

Mrs. Greenberg motioned to approve with the recommendations from the spreadsheet. Mr. Hermes seconded. Motion passed 5-0

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

First Review of Return to Work Policy GCQEA

Dr. Woodland presented a draft policy of a return to work policy explaining that the policy allows staff to make a portion of their salary (80% is the recommendation) while also receiving their ASRS benefit stating the financial benefit for both staff and the district.

Dr. Robert further explained that the individual would see additional funds as they would no longer be contributing to ASRS since they would also be receiving their ASRS retirement.

Discussion took place about participants only receiving 80% with a preference stated to offer a higher percentage. Dr. Robert and Dr. Woodland agreed that raising that percentage could be explored later after implementing the program and determining the impact to the district. Dr. Woodland further explained that although the employee would no longer have health benefits from the district, staff would have the option to take advantage of the benefit through the district's partner agency.

Mr. Hermes motioned to approve. Mr. Thompson seconded. Motion passed 5-0

Mrs. Ramos aye

Mrs. Greenberg aye
Mr. Hermes aye
Mrs. Ford aye
Mr. Thompson aye

Second review and approval of policy JBA- Safe Learning Environment

Mrs. Greenberg and Mrs. Ramos expressed their appreciation for the support of the policy ensuring students and staff feel safe. Mrs. Greenberg stated she would like to have the language referring to gender, sexual orientation and association, crossed out in the draft document in number 5, included in the policy under numbers 5 and 10. Mr. Hermes asked that the language preceding that language (in blue in number 5) referring to protected class, be omitted.

Mr. Thompson motioned to approve. Mr. Hermes seconded. Motion carried 5-0.

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

Reduction in Force of Master Teacher Positions

Dr. Robert stated that due to the cancellation of the Teacher and School Leaders Grant, the district is only able to retain 1.5 of the 5.5 Master Teacher positions, the other 4 positions will be lost.

Discussion took place about where the funds previously expected to be received are with Mrs. Sotomayor explaining that allocations are based on what districts are expected to receive and ADE has stated that their allocation has been reduced.

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

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

Reduction in Force of the Director of Leadership and School Improvement

Dr. Robert stated that the reason for this reduction in force is the same as the previous item and the district does not have funds for this administrative position.

Members expressed their frustration and sadness over losing both the master teachers and this position noting the importance of mentors in education.

Mr. Hermes motioned to approve. Mr. Thompson seconded. Motion carried 5-0.

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

Board Development

Dr. Robert said there is discussion around discussing shorter readings rather than a book study so anyone at home or those present can be involved in the discussion.

Reflections

Mr. Thompson echoed sentiments of the reductions in force of other members noting it is unfortunate have to make the decisions. He then applauded the safe learning policy.

Mrs. Ford echoed sentiments of others around the reduction in force. She applauded the work of President Ramos and Mrs. Greenberg for their hard work and thoughtfulness in writing the safe learning policy.

Mr. Hermes expressed appreciation for the hard work on the safe learning environment policy adding that JBA and the other policies discussed are a unique reflection of the district. He said that as Arizona moves into state budget season it is more important than ever to advocate for increased funding.

Mrs. Greenberg thanked members for passing the safe learning policy stating that it protects students in a variety of ways and reflects the values of the district. She referred to the meeting as one of the most uplifting and difficult meetings. She said she is hopeful that with the appeal filed, dollars will return to the district for the positions lost.

Mrs. Ramos thanked members for approval of the safe learning policy. She encouraged all to continue advocating.

Dr. Robert shared agreement with other's comments. Commending Dr. Woodland, he said a month ago she presented about what she wanted to do and tonight she brought the policy to make it a reality.

Future

None.

Adjournment

President Ramos declared the meeting adjourned at 6:59 PM.

Minutes submitted by:

Lisa Nye, Executive Assistant
to the Superintendent and Governing Board

Leanne Greenberg, Board Clerk