

OSBORN SCHOOL DISTRICT NO. 8
Governing Board Regular Meeting
May 13, 2025

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:49 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. Mrs. Ramos read the land acknowledgement.

District Celebrations

Dr. Robert shared upcoming events including the City of Phoenix Bike to Work and the Community Blue Zone events and OMS promotions.

Site and District Administration awarded staff with 20, 25 and 30 years of service as well as awards to the You Make the Difference recipients.

A recess was called at 6:37 PM
Meeting resumed at 6:51 PM

Consent Agenda – Approval of Items Since April Meeting

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
 - 1. April 15, 2025 Regular Meeting
- 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. Approval of the addendum of our existing ESI agreement to add the Retire to Rehire program offering.
- J. Renewal of MOU with Teach for America IGNITE Program
- K. Approval of Grand Canyon University Unpaid Non-Clinical Internship Agreement between
Osborn School District and Grand Canyon University for intern Amanda Craig
- L. Approval of Job Description for Foundation Literacy Coach
- M. Approval of MOU with American Intercontinental University
- N. Sole Source Listing FY25 -Revision

Mrs. Ford motioned to pull item IV-M from the consent agenda for further discussion. Mr. Hermes seconded. Motion carried 5-0.

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

Mrs. Greenberg motioned to approve the consent agenda. Mr. Hermes seconded. Motion carried 5-0.

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

Item IV-M- Approval of MOU with American Intercontinental University

Mrs. Ford shared concerns about entering into a partnership with the American Intercontinental University noting the company does not share the same values as Osborn.

Dr. Robert shared that the agreement would provide an opportunity for the district to pay for staff to earn their masters or bachelors degrees through a grant with students not incurring debt. There are currently no staff who have expressed interest in the program.

Mrs. Greenberg motioned to approve. Mrs. Ford seconded. Motion did not pass 0-5.

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

Call to the Public

Ms. Nye read a statement submitted from Kirsten Callisen. Although the three minute time limit did not allow for the statement to be read in its entirety, Ms. Callisen outlined concerns with the district's process around staff transfers.

Board Presentation

Meet & Confer Committees Update

Dr. Robert reviewed that in response to member requests for Meet and Confer, committee work began this year with both Budget and Policy committees noting that the process is the same but

Open Meeting Law is now also part of the process. Policy Committee began looking at policies in the spring that will be in place prior to the start of the new school year.

Ms. Gerlock said that the makeup of Policy Committee was agreed upon by both OEA and administration and will continue work on policy and a working agreement.

Members said they were glad to see the progress but there is still work to do to ensure processes are in place in the future for future leaders.

President Ramos called for a recess at 6:45 PM.

The meeting resumed at 7:06 PM. **Future Agenda Items**

Admin Reports

No comments

Information/ Discussion

Bond Update

Don Brubaker provided background on the Montecito site built in the 90's adding that the building has found its identity. The growing Montessori program that now occupies the building presents the opportunity for upgrade. Mr. Brubaker was accompanied by Carolina and Emma who shared floor and site plans and a video of what the upgrades will look like. Mr. Brubaker stated that relocating students to another area of the building while renovations are underway will also be a cost savings.

A short discussion took place around the renovations and timelines with members sharing their enthusiasm for the project.

Action Items

Approval of adoption of i-Ready Math for Osborn Middle School

Mrs. Potter-Davis said that after a few teachers utilized the i-Ready materials it was determined last spring to support all OMS teachers. Ms. Tikovitsch also shared benefits of the materials and a short discussion around cost and digital subscription took place.

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

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

Recommendation of RFQ 2025.02 Award for Construction Manager at Risk

Ms. McCabe introduced Missy Mudry who provided an overview of the RFQ process makeup of the committee. She said that anyone interested could learn more about the project and submit their bid.

Mr. Hermes noted the half percent difference in the CMAR fees and Missy Mudry explained that these fees will be different based on the project but both are well within reason.

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

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

Recommendation of RFQ 2025.03 Award for Construction Manager at Risk

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

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

Approval and second review of ASBA Policy Revisions:

BA	School Board Operational Goals
BAA	Evaluation of School Board/Board Self Evaluation
BAA-E	Evaluation of School Board/Board Self Evaluation
BB	School Board Legal Status
BBA	Board Powers and Responsibilities
BBA-E	Board Powers and Responsibilities
BBAA	Board Member Authority and Responsibilities
BBBA	Board Member Qualifications
BBBB	Board Member Oath of Office
BBBB-E	Board Member Oath of Office
BBBC	Board Member Resignation
BBBD	Board Member Removal from Office
BBBE	Unexpired Term Fulfillment
BCA	Board Member Ethics
BCB	Board Member Conflict of Interest
BDA	Board Organizational Meeting
BDB	Board Officers
BDD	Board-Superintendent Relationship
BDE	Board Committees
BDF	Advisory Committees
BDG	School Attorney
BE	School Board Meetings
BE-EA	School Board Meetings
BE-EB	School Board Meetings
BE-EC	School Board Meetings
BEC	Executive Sessions/Open Meetings
BEC-EA	Executive Sessions/Open Meetings
BEC-EB	Executive Sessions/Open Meetings
BEC-EC	Executive Sessions/Open Meetings
BEC-ED	Executive Sessions/Open Meetings

BED	Meeting Procedures/ Bylaws
BED-R	Meeting Procedures/ Bylaws
BED-EA	Meeting Procedures/ Bylaws
BED-EB	Meeting Procedures/ Bylaws
BEDA	Notification of Board Meetings
BEDB	Agenda
BEDB-E	Agenda
BEDBA	Agenda Preparation and Dissemination
BEDC	Quorum
BEDD	Rules of Order
BEDF	Voting Method
BEDG	Minutes
BEDG-R	Minutes
BEDG-EA	Minutes
BEDG-EB	Minutes
BEDH	Public Participation at Board Meetings
BEDH-E	Public Participation at Board Meetings
BEDI	News Media Services at Board Meetings
BGB	Policy Adoption
BGB-R	Policy Adoption
BGC	Policy Revision and Review
BGC-R	Policy Revision and Review
BGD	Board Review of Regulations
BGE	Policy Communication/Feedback
BGE-R	Policy Communication/Feedback
BGF	Suspension/Repeal of Policy
BHC	Board Communications with Staff Members
BHD	Board Communications with the Public
BIA	New Board Member Orientation/Handbook
BIB	Board Member Development Opportunities
BIB-R	Board Member Development Opportunities
BIBA	Board Member Conference. Conventions and Workshops
BIBA-R	Board Member Conference. Conventions and Workshops
BIE	Board Member Insurance/Liability
BJ	School Board Legislative Program
BK	School Board Memberships
KA	Liaison with School Board Associations

Dr. Robert stated that this was a second review of the policies.

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

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

Discussion/Approval reaffirming or revision of priorities from the [2025 ASBA Political Agenda](#) for the 2026 political agenda

Dr. Robert explained that members could reaffirm the same five priorities or submit a revision.

Following discussion Mrs. Greenberg stated her preference to support the following:

Top Five Priorities

- Repeal any program that gives public funds for private schools, vouchers (ESAs), and private school subsidies (STOs) and prevent any future expansion.
- Replace current year funding with a system that provides districts appropriate stable annual budgeting ability and technical reliability.
- Fully fund full-day kindergarten and include kindergarten students in the override calculations.
- Ensure local control and flexibility in managing funds and programs, within the Arizona constitutional requirements of a general and uniform public school system.
- Continue reforming ELL models and give schools flexibility and resources to administer them. Advocate for the repeal of Prop. 203 and replace it with research-based bilingual education

And 2 additional items:

- Provide full-time funding for preschool programs in the K-12 funding formula.
- Amend the Constitutional aggregate expenditure limit to reflect current education funding levels and priorities via legislative referral to the voters.

Mrs. Greenberg motioned to approve with stated revisions. Mr. Thompson seconded. Motion carried 4-1

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

Approval of Revision to the 2024/25 School District Expenditure Budget

Ms. McCabe stated this was the information shared during the Public Hearing and provided clarification around curriculum adoption costs and expenditures from capitol override funds.

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

Approval to exceed 2024/25 M&O Budget Subsections

Mrs. Mc Cabe explained this is an annual housekeeping item noting that expenditures will continue through August.

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

FY2026 Budget Committee Recommendations

Ms. McCabe said the committee this year had lots of rich conversation and considered both staffing and policy pieces. The recommendations include a 2% pay increase for all staff, funding for a new paid parental leave, free insurance and retention of classified positions that had not already been reduced.

Mr. Hermes left the meeting at 8:51 PM

Mr. Thompson motioned to approve with the recommendations noted on the spreadsheet. Mrs. Ford seconded. Motion passed 4-0

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

Mr. Hermes returned to the meeting at 8:53 PM

Approve the Salary Placement Schedules for all employee groups for the 25-26 School Year

Dr. Woodland shared that the request was for approval of the salary placement schedules as attached noting the classified hourly schedule included a 2% enhancement.

Mrs. Greenberg expressed concern with transparency of using stepless placement schedules.

Referring to psychologist positions, Dr. Woodland and Dr. Boyle provided clarification to Mr. Hermes' questions around direct hires for those positions.

Dr. Robert commended Dr. Woodland for her work around attracting and retention of staff noting that the district is a number of years away from doing another compensation study. The last compensation study, completed a few years ago ensured salaries were in the mid range for staff.

Mrs. Ford motioned to approve. Mr. Hermes seconded. Motion passed 4-1

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

First Reading of Paid Parental Leave Policy- GCCAC

Dr. Woodland explained that this policy would allow for a starting rate of 5 days for families either birthing or adopting a child.

Mrs. Greenberg requested clarifying language of what a staff member would be required to pay back to the district should they decide not to return to work. Dr. Robert will consult with district counsel and will bring back for the second reading of the policy.

President Ramos stated that this is just the beginning to implement this policy and work will continue to extend the number of days.

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

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

First Reading of Professional/Support Staff Undifferentiated Leave Policy GCCA

Storm Gerlock completed a call to the public form to speak to this item. She indicated that OEA supports the changes to the policy providing transparency, consistency and clarity. Noting concerns with capping the amount used on sub pay she said she looks forward to looking at whether it will be sustainable.

Dr. Robert reviewed recommended revisions explaining that a committee looked at the policy last year and was brought back for committee review this year. Payout of annual leave will follow the new tiered system with staff that have been with the district the longest receiving the highest payouts. He said that all staff will be educated on the changes at the start of the school year.

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

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

Board Development

None.

Reflections

Mr. Thompson said he was wowed by the You Make the Difference Award winners. He also enjoyed the 100 year celebration of Longview and a field trip he recently attended.

Mrs. Ford thanked staff and families who continue working and attending schools in the district. She then congratulated Clarendon for receiving their A+ recognition and Solano for “knocking it out of the park” with their data.

Mr. Hermes expressed appreciation for the district staying focused on providing a high quality education and the team's focus on students thanking staff for another great year.

Mrs. Greenberg said she is thankful to be a part for the community and feels that raises, paid parental leave and leave payouts to staff are things that set the district apart. She then thanked Dr. Woodland for helping to bring the items forward. Noting that every educator makes a difference, she hopes teachers recognize the accomplishments they had over the course of the year.

President Ramos said that we are in a space allowed to dream big and appreciates that there are partners that share the district values noting that ASU has some great opportunities for STEM teachers. After attending a recent conference she would like to look at opportunities for districts in the area to unite.

Dr. Robert expressed pride in the collaborative work that resulted in new benefit offerings. He is also proud of the great school management, planning and the great advocacy.

Future

Mr. Thompson

- Would like to scheduling Jan thru June meeting dates

Mrs. Ford

- Would like to have a presentation reach out to hear about what the Native American Program has done this year.

Mr. Hermes

- A check in/follow up on the caps set for subs to see how it's going
- Review policies related to lockdowns and invite Phoenix Police Department to discuss lockdowns

Mrs. Greenberg

- emergency response committee and share communication with the Board that is shared with staff
- Review policies related to staff transfers and emergency certification renewals

Mrs. Ramos

- Plan for strategic plan
- Summer retreat.

Adjournment

President Ramos declared the meeting adjourned at 9:43 PM.

Minutes submitted by:

Lisa Nye, Executive Assistant
to the Superintendent and Governing Board

Leanne Greenberg, Board Clerk