

COUNTY OF MARICOPA  
OSBORN SCHOOL DISTRICT NO. 8  
Governing Board Regular Meeting  
August 19, 2025

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The Regular Meeting of the Osborn School District Governing Board was called to order at 5:34pm by Board President Violeta Ramos.

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

President Ramos called for a moment of silence to remember the Phoenix Union High School student whose life was lost.

**Pledge of Allegiance and Land Acknowledgement**

Dr. Robert led the pledge. Mr. Hermes read the land acknowledgement.

**District Celebrations and Announcements**

Offering support, Dr. Robert recognized the difficulty of the situation for both Phoenix Union High School District Superintendent Andrade and the larger community.

Principals introduced their new staff and shared site goals for the new school year.

Dr. Robert then acknowledged Matt Jewett, Nicki Whaley and Maricopa Superintendent Shelli Boggs noting his appreciation of their support. He noted that Superintendent Boggs would be returning to Clarendon to award Principal Martin with the Exemplary Principal Award.

A break was called at 5:58 pm.

The meeting resumed at 6:06 pm

**Call to the Public**

OEA Co-President Storm Gerlock shared the purpose, mission and priorities of the association.

OEA Secretary Vanessa Palma shared concerns around the calendar that included confusion around the first 2 days of school, reducing the number of work days staff have to prepare for the first day of school and returning a day before students at the end of winter break. She also raised concerns around communication received related to Annual Leave.

OEA Co-President Kirsten Callisen addressed the group's commitment to build trust, and staff addressing concerns without fear of retaliation adding that the group would like to have a standing agenda item.

Tara La OGarcia and Sammi Wright introduced themselves as OEA representatives from Longview.

Kirsten Callisen then shared information about the STEM Summer Camp including activities and experiences students who attended received during the week. She then thanked all who helped.

Ms. Callisen's 3 minutes concluded and President Ramos read a letter from a parent whose child attended the camp.

President Ramos noted that Ms. Nye had received requests to address the Board. Ms. Nye read a request to address the Board from Jim Hess who introduced himself as the OEA site representative from OMS.

Ms. Nye then read a statement from Jordan Blanton who provided information on her role as Communications Chair for OEA.

Lastly, Ms. Nye read a statement from Beth Anderson who introduced herself as the OEA Site Representative at Clarendon.

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

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  - 1. Time Models Public Hearing July 15, 2025
  - 2. Public Hearing July 15, 2025 Budget and Approval to Spend Insurance Proceeds
  - 3. Regular Meeting of July 15, 2025
- 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 renewals
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal of Equipment
- I. Approval of 2025/26 Student Activity Events
- J. MOUs/Agreements with Partner Organizations:
  - 1. Approval of the continuation of the Food Program Permanent Service Agreement (FPPSA)
  - 2. Approval of the Memorandum of Understanding between Assistance League (Delivering Dreams Bus Program) of Arizona and the Osborn School District for the 2025- 2026 SY
  - 3. Approval of renewal of Affiliation Agreement with ASU School of Social Work for 2025-2026
  - 4. Approval of Renewal of the MOA with Southwest Human Development for Early Head Start/Head Start 2025-2026
  - 5. Approval of Renewal of the MOU with Southwest Human Development for SPED Preschool Services 2025-2026
  - 6. Approval of Space Agreement with Southwest Human Development Head Start / Early Head Start
  - 7. Approval of Renewal of Agreement with Arizona Dept. of Homeland Security, Cyber Readiness Program-25/26
  - 8. Approval of agreement between Southeast Missouri State University 25-26

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- 10. Approval of agreement with Rising Star Youth Theatre 25-26
- 11. Renewal of Agreement with Arizona School for the Deaf and Blind
- K. Approval of 2025/26 Student Fees
- L. Extracurricular Fee/Tax Credit Resolution
- M. Approval of the Prop 301 Performance Based Compensation Plan for 2025/26
- N. Approval of out of state travel for Governing Board Members Violeta Ramos, Ed Hermes, Rhiannon Ford and Eric Thompson to attend the 2026 NSBA Advocacy & Equity Institute February 1-3, 2026 in Washington DC.

Mr. Hermes requested to remove item J-11 for discussion.

Mr. Hermes motioned to approve. Mrs. Ford seconded. Motion carried 4-0.

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

Mr. Hermes expressed concerns with the agreement with the Arizona School for the Deaf and Blind stating that he is familiar with the Auditor General's report that indicates overcharges and high annual fees. Mr. Hermes stated that after reading the contract, he also has concerns that this is a 5 year contract.

Director of Student Services, Dr. Boyle provided background and stated that she has spoken with them and was informed that communication will be sent next week showing an adjustment of their reimbursement rates approved by the Auditor General and ADE for the new school year. A short discussion continued with Dr. Boyle and Dr. Robert stating that although there is time, the district currently has students receiving services. Mr. Hermes said he is not comfortable approving an agreement without seeing the actual numbers.

Mr. Hermes motioned to table the item. Mr. Thompson seconded.

Dr. Robert stated that the motion for item N should include the name of anyone who will be traveling to the conference.

Mrs. Ford motioned to approve out of state travel for consent item N for President Ramos and Dr. Robert. Mr. Thompson seconded. Motion carried 4-0.

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

### **Board Presentation**

Dr. Robert provided an update on Portrait of a Learner explaining that it started much like the strategic plan previously worked on.

Dr. Robert shared a short video from another district that used Portrait of a Graduate.

He said that the district started this work last year and began by bringing the community together. Sessions were then held with community and staff followed by a process of identifying 5 attributes. Defining the attributes using language given by everyone in the district was the next step. Working with the team to determine the best way to roll this out to all staff will be next and the plan is to roll it out by winter break.

#### **Admin Reports**

No comments

#### **Action Items**

##### **Approval of Revised FY26 Budget**

Dr. Robert shared that with a decline in enrollment the district will need to look at what steps to take and how to alleviate the budget noting that he does not see a need for a RIF this year.

Ms. McCabe stated that timing always plays a role and that the revision members were looking at do not reflect the decline. She said that the revision they have includes a one time state supplement of around \$148,000. There are 2 additional items that will be brought back in December anticipated to be about \$120,000. She said that the district wants to honor contracts but in order to do so will need to tap into carryforward funds. She said that the district is looking at being down between 85-100 students which will result in a \$800,000 – \$900,000 reduction. However, these numbers do not reflect weighted counts and have not been reconciled with ADE.

Discussion continued around funding options with Ms. McCabe stating there may be future expenditures around minimum wage increases and cautioned against tapping into other funds for staffing.

Mrs. Ford motioned to approve. Mr. Thompson seconded. Motion carried 4-0.

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

##### **Election of Governing Board Clerk**

President Ramos nominated Mrs. Ford. Mrs. Ford accepted the nomination. Mr. Hermes seconded.

Motion carried 4-0

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

Mr. Hermes motioned to appoint Mrs. Ford as Clerk. Mr. Thompson seconded. Motion carried 4-0.

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

**Approval of Delegate and Alternate as Discussed to Represent Osborn School District at the Arizona School Boards Association Delegate Assembly on September 6, 2025.**

Mr. Hermes nominated Mr. Thompson as Delegate. Mr. Thompson accepted. Mrs. Ford seconded.

Mr. Thompson stated he will be attending in person.

Mrs. Ford moved to approve. Mr. Hermes seconded. Motion carried 4-0.

President Ramos took a roll call vote.

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

**Approval of Arizona School Boards Association's (ASBA) [proposed 2026 Political Agenda](#), and, Direct the District's Delegate to the ASBA Delegate Assembly to Represent the Board's Determined Position.**

Mr. Hermes motioned for approval. Mr. Thompson seconded. The motion carries 4-0.

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

**Approval and second review of ASBA Policy Revisions:**

BAA-EB	Evaluation of School Board/Board Self Evaluation
CA	Administration Goals/ Priority Objectives
CB	Superintendent
CBA	Qualifications and duties of the Superintendent
CBCA	Delegated Authority
CBCA-R	Delegated Authority
CBI	Evaluation of Superintendent
CBI-EA	Evaluation of Superintendent
CBI-EB	Evaluation of Superintendent
CCB	Line and Staff Relations
CCB-R	Line and Staff Relations
CFD	School Based Management
CFD-R	School Based Management
CFD-E	School Based Management

CFD	School Based Management (version for 1 school District or < than 600 students)
CHD	Administration in the Absence of Policy
CK	Administrative Consultants
CM	School District Annual Report
IHA	Basic Instructional Program
IJNDB	Use of Technology Resources in Instruction
IJNDB-R	Use of Technology Resources in Instruction
JLF	Reporting Child Abuse/Child Protection
JLIF	Sex Offender Notification
JR	Student Records
DA	Fiscal Management Goals
DB	Annual Budget: Schedule, Preparation/Planning, Format, and Posting/Submission
DBC	Budget Planning, Preparation, And Schedules
DBF	Budget Process, Adoption and Implementation
DBI	Budget Implementation
DBJ	Budget Reconciliation and Transfers
DD	Budget Funding Sources
DDA	Funding Sources Outside the School System
DEC	Funding from Federal Tax Sources (Impact Aid Program)
DFA	Revenues and Income
DFB	Revenues from School Owned Real Estate
DFD	Gift Receipts and Admissions
DFF	Income from School Sales and Services
DG	Banking Services and Authorized Signatures
DGA	Authorized Signatures
DGD	Credit Cards (Credit Cards and/Procurement Cards)
DI	Fiscal Accounting and Reporting
DIA	Accounting System
DIB	Revolving and Auxiliary Funds
DIC	Financial Reports and Statements
DICA	Budget Format
DID	Inventories
DIE	Audits/Financial Monitoring
DIE-R	Audits/Financial Auditing
DJ	Purchasing Ethics
DJE	Bidding/Purchasing Procedures
DJG	Vendor Contractor and Sales Calls Requirements
DJG-R	Vendor Contractor and Sales Calls Requirements
DJGA	Sales Calls and Demonstrations
DJGA-R	Sales Calls and Demonstrations
DK	Payment and Payroll Procedures
DKA	Payroll Procedures/Schedules
DKA-E	Payroll Procedures/Schedules
DN	School Properties Disposition

Mr. Hermes motioned to approve as listed on the summary sheet. Mrs. Ford seconded. Motion carried 4-0.

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

### **Board Development**

Members began by sharing that they all agreed that as a board they see themselves focusing on outcome. They agreed that they would like to have smart goals and appreciated that the book is specifically written for school boards rather than general leadership. Dr. Robert stated that he looks forward to planning the agenda for the Board Retreat, looking at teaching and learning goals and having written goals and actions for both the Board and Superintendent.

### **Reflections**

Mr. Thompson was glad to see the number of AZTR staff and the low turnover rate at OMS. He also appreciated seeing OEA in attendance.

Mrs. Ford thanked OEA for attending and acknowledged their courage to talk about what isn't working and standing up for colleagues. She said she would like to see a standing update from OEA. She also appreciated the information about STEM Camp and the incredible experience it was for students.

Mr. Hermes offered congratulations to Clerk Ford and looks forward to filling the vacant seat on the Board. He also enjoyed seeing new staff and thanked Dr. Boyle for sharing the updated information about the agreement discussed earlier. Thanking OEA for attending he said he enjoyed having them as speakers during public comment.

President Ramos appreciates the commitment from the Osborn community noting that all districts are working through declining enrollment.

Dr. Robert said his heart is with Phoenix Union and said it is a time for all be thoughtful and recognize what we are part of and continuing to stand up for public education and taking care of kids in Phoenix. He enjoyed the celebration of new staff and stated the district is off to a wonderful start.

### **Future**

#### **Mr. Thompson**

- Would like to schedule meetings post January

#### **Mr. Hermes**

- Talk about the calendar- what worked and didn't
- Standing agenda item for OEA
- Policy related to anti-retaliation
- Look at offering consistent, robust and permanent summer camp and what we can do to grow it

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- Develop a written enrollment and retention plan for students- making it easier to get into Osborn and retention

**Adjournment**

Board President Mrs. Ramos declared the meeting adjourned at 7:50 PM.

Minutes submitted by:

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Lisa Nye, Executive Assistant  
to the Superintendent and Governing Board

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Rhiannon Ford, Board Clerk