

**OSBORN SCHOOL DISTRICT NO. 8**  
**GOVERNING BOARD MEETING**  
**March 2, 2023**

**Special Meeting- 4:30 P.M.**

**Executive Session**

**CONSISTENT WITH THE REQUIREMENT OF A.R.S. §38-431.02, NOTICE OF THIS MEETING HAS BEEN POSTED. LOCATION OF THE MEETING IS:**

**THE OSBORN DISTRICT OFFICE  
1226 WEST OSBORN ROAD  
PHOENIX, AZ 85013**

**AGENDA**

*Agendas are available at least 24 hours prior to each meeting in the District Office at 1226 West Osborn Road, Monday through Friday between the hours of 7:30 a.m. and 4:30 p.m. One or more Board members may attend telephonically. Board members attending telephonically will be announced at the meeting. The board may vote to recess into an executive session for the purpose of obtaining legal advice from the board's attorney on any matter listed on the agenda pursuant to A.R.S. §38-431.03(A)(3). Accommodations for individuals with disabilities, including alternative format materials, sign language interpretation, assistive listening devices, or assistance with Calls to the Public are available upon 72 hours' advance notice through the Office of the Superintendent 602-707-2002. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request.*

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**I. Call to Order**

**II. Action Items**

- A. 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

**III. Discussion/Information Items**

- A. Disaggregated Discipline Data with School Action Plans
- B. Governing Board Member Discussion of the Governance Core Introduction and Chapter 1
- a. Good Politics + Good Governance
  - b. Positive Drivers of Policy
  - c. Five Major Themes of Good Governance

**IV. Executive Session**

The Governing Board may convene an executive session pursuant to A.R.S. Section §38-431.03(A)(1) for the purpose of discussion of the Superintendent's Evaluation

**V. Adjournment**

**OSBORN SCHOOL DISTRICT NO. 8**

**March 2, 2023**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – II-A-1-7**

**Agenda Item**

**Approval of Personnel Items**

For Board:  Action       Discussion       Information

**Background –**

Per attached list.

Note: Due to HIPPA laws (Health Insurance Portability & Accountability Act) regarding privacy of health information, we do not include letters from individuals requesting FMLA because their medical conditions are mentioned in their letters. This information must be held confidential. Board members will simply know from the usual monthly listings that it is an FMLA request and understand that such requests are made due to one’s own personal illness or injury or a close family members’ illness or injury or the birth or adoption of a child, etc.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

It is recommended that the Governing Board approve the Resignations/Terminations/Retirements and Employment/Changes/Additions as presented.

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

**RATIFY ADDENDUM TO CONTRACT**

<u>NAME</u>	<u>PROGRAM</u>	<u>AMOUNT</u>
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**PRE-APPROVAL ADDENDUM TO CONTRACT**

<u>NAME</u>	<u>PROGRAM</u>	<u>AMOUNT</u>
Best, Maude	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Cooper, Cody	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Couch, Karen	Basketball Coach 11/14/22-2/3/23	\$1,000.00
Frederick, Macklin	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Garcia-Stubbs, D'Andre	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Gerstner, Douglas	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Guzman, Jose	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Heath, Elizabeth	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Hess, James	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Linn, Raymond	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Saiz, Sarah	School Improvement Team Planning and Data Analysis 2/11	\$320.00
Tikovitsch, Erin	School Improvement Team Planning and Data Analysis 2/11	\$320.00

**ADDITIONAL ASSIGNMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>	<u>RATE OF PAY</u>
Ramirez, Edgar	21st Century Educational Asst	OMS	1/9/2023	\$ 17.17
Gaxiola, Ana	XD- Rentals	M&T	2/2/2023	\$ 16.21
Rivera, Ryan	XD- Montessori Aftercare	MCS	2/6/2023	\$ 14.67
Gonzalez, Efrain	XD- Rentals	M&T	12/1/2022	\$ 25.48
Dine, Yasmin	XD- 21st Century Wednesday Enrichment	SOL	11/1/2022	\$ 16.53
Shaw, Beatrice	XD- 21st Century Wednesday Enrichment	SOL	11/1/2022	\$ 18.51
Jacuinde, Tomas	XDD- Custodian	M&T	2/22/2023	\$ 16.21

**CHANGE OF ASSIGNMENT**

<u>NAME</u>	<u>FROM POSITION</u>	<u>TO POSITION</u>	<u>LOCATION</u>	<u>DATE</u>	<u>RATE OF PAY</u>
Duran, Jessica	Health Aide	Educational Asst	CLA	2/13/2023	\$15.11
Rael, Josque	Custodian	Custodian	M&T	2/6/2023	\$19.62
Hallock, Karin	Floater Substitute	PE Teacher	LNV	2/9/2023	\$14,688.03
Jackson, Mark	Van Driver	Bus Attendant	M&T	1/30/2023	\$17.09
Williams, Sekita	Health Aide	Educational Asst	SOL	2/22/2023	\$19.02
Andrews, Micah	Educational Asst (2 hours/day)	Educational Asst (6 hours/day)	OMS	2/6/2023	\$16.24
Smith, Alexis	Behavior Technician	Psychologist Intern	LNV	7/25/2023	\$40,728.00

**NEW YEAR CLASSIFIED ASSIGNMENTS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>	<u>RATE OF PAY</u>
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**NEW EMPLOYEES: CERTIFIED**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE HIRED</u>	<u>RATE OF PAY</u>
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**NEW EMPLOYEES: CLASSIFIED**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE HIRED</u>	<u>RATE OF PAY</u>
Mejia, Brianna	Bus Attendant	M&T	2/21/2023	\$13.85
Coyle, Carlos	Custodian	M&T	3/3/2023	\$15.19

**RESIGNATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>
Aguiar, Sara	Reading Specialist	ENC	5/26/2023
Holderman, Melissa	MTSS	OCiS	5/26/2023
Charles, Raymond	Admin Asst	MCS	12/23/2022
Davis, Jackson	Educational Asst	CLA	2/11/2023
Gabiana, Arcelyn	8th Grade Science	OMS	2/10/2023
Norwood, Lisa	Principal	SOL	6/30/2023
Medrano, Beatriz	Custodian	M&T	1/27/2023
Hendricks, Brian	6th grade Teacher	OCiS	5/26/2023
Balderrama, Nicholas	7th Grade Language Arts	OMS	5/26/2023
Deer, Cynthia	1st Grade Dual Language Teache	SOL	5/27/2023
Gill-Murray, Brigid	1st Grade Teacher	SOL	5/26/2023

**TERMINATIONS**

<u>NAME</u>	<u>POSITION</u>	<u>LOCATION</u>	<u>DATE</u>
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**RETIREMENTS**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
Mendizabal, Olga	Retirement	M&T	1/4/2023
Cobos, Maria	Retirement	M&T	1/31/2023
Bachler, John	Retirement	M&T	6/30/2023

**LEAVE OF ABSENCES:**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
Tsarsis, Cara	FMLA	ENC	2/21/2023
Torres, Salvador	LOA	M&T	2/22/2023
Andrews, Micah	LOA	OMS	1/4/2023
Dodge, Jessica	LOA	CLA	8/1/2023
Murphy, Sarah	LOA	OMS	1/17/2023

**MILITARY LEAVE:**

<u>NAME</u>	<u>REASON</u>	<u>LOCATION</u>	<u>DATE</u>
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**OSBORN SCHOOL DISTRICT NO. 8**

**March 2, 2023**

**Board Meeting**

**The Osborn Community advances the full potential of every child  
by developing emotional intelligence and academic excellence.**

**Agenda Item Number – III-A**

**Agenda Item**

**Disaggregated Discipline Data with School Action Plans**

For Board:  Action  Discussion  Information

**Background –**

Dr. Robert will engage Board Members, principals, and guests to engage in small group conversations looking at disaggregated discipline data from each of the schools. We will discuss what we notice, what trends are present, the difficulties schools are seeing students experience in school this year, and steps we can take collectively to make sure that we are addressing disproportionality within the data sets, while also assuring that school safety is the top concern.

During whole group discussion we will discuss some of the findings and take the opportunity to examine the following three discipline categories:

1. Bullying
2. Physical aggression
3. Drugs/paraphernalia

We will close with setting goals and intentions for decrease in behaviors leading to discipline events.

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Information

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

OSBORN SCHOOL DISTRICT NO. 8

March 2, 2023

Board Meeting

The Osborn Community advances the full potential of every child by developing emotional intelligence and academic excellence.

Agenda Item Number – III-B

**Agenda Item**

**Governing Board Member Discussion of The Governance Core Introduction and Chapter 1**

For Board:  Action  Discussion  Information

**Background –**

- a. Good Politics + Good Governance
- b. Positive Drivers of Policy
- c. Five Major Themes of Good Governance

**Legal**

**Financial**

**Governing Board Goals**

- Community Connectedness and Increased Enrollment
- Maximize Student Learning & Achievement from PreK to High School
- Stewardship and Boardmanship
- Equity & Excellence for Opportunity and Outcomes

**Recommendation**

Discussion Only

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F

Agenda Item Number – V

**Adjournment**

Moved \_\_\_\_\_ Seconded \_\_\_\_\_ P/F