

The Regular Meeting of the Osborn School District Governing Board was called to order at 5:33 p.m. by Board President Flamand.

**Present:**

Juan Carlos Flamand, Board President  
Edward Hermes, Board Clerk  
Sue Corbin, Board Member  
Ylenia Aguilar, Board Member  
Luis Peralta, Board Member  
Dr. Michael Robert, Superintendent

**Pledge of Allegiance/School Presentation/District Celebrations**

Mrs. Hayes led the pledge. Mrs Ahl then explained how the Dean's List is used as a tool to reward students for positive behaviors. Rewards include a staff vs student volley ball game a trip to Skyzone, dances, a trip to see a movie and a trip to McDonalds.

Students are using Lexia daily to strengthen skills and are also rewarded both as a class and individually for meeting thresholds.

OMS Math teacher, Mr. Linn then shared information about the Robotics Club he teaches through the 21<sup>st</sup> Century Program. He shared that his goal for the program is to establish a strong relationship with high schools to support students interested in pursuing STEM careers. Mr. Linn said he would like to grow and have opportunities for students to participate in competitions.

Spread LOVE recipients were recognized and received a certificate and lapel pin from Principal Hayes.

Jennifer Linn -Relationships  
Chantal Becerra -Growth  
Megan Gunderson -Equity  
Margarita Capetillo -Joy  
Patricia Beck – Integrity

Dr. Robert shared that Becky McNany will be retiring the end of the month but will attend the celebration at the end of year for the awards.

Dr. Robert shared that the Merriment in Melrose celebration continues to grow yearly and has become a community event.  
Congratulating Julia Georges and Principal Martin for being awarded a Mr. Holland's Opus grant for several instruments totaling \$37,800.

The district will also be receiving a check in the amount of \$2,500 from Phoenix West Rotary which former superintendent Dr Basnett is a member of. These funds will be used to support families in need.

Dr. Robert then provided highlight of departing member President Flamand's service to Osborn. His service began with committee work asking for a bond supporting capital needs and becoming president of the committee that has brought over 65 million dollars to the district. President Flamand then stepped in to fill a vacancy on the Board and was thanked for his service.

Providing highlights of retiring member Corbin's years in Osborn, he shared that in addition to her 12 years on the Board, she worked for the district for 27 years and attended Osborn schools as a student.

President Flamand called for a break at 6:13 p.m.

President Flamand called the meeting back to order at 6:22 p.m.

**I. Consent Agenda – Approval of Items Since November Meeting**

- A. Ratification of Accounts Payable Vouchers
- B. Ratification of Payroll Vouchers
- C. Board Minutes
  - 1. November 15, 2022 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
- E. Donations
- F. Expenditure and Revenue Report
- G. Student Activities Statement of Revenue and Expenditures
- H. Disposal
- I. Renewal of Data Sharing Agreement with Teach for America
- J. Renewal of Teach for America Agreement
- K. Approval of out of state travel for Tere Obrochta to attend a Montessori Conference in Boston, MA March 16 -19, 2023.
- L. Disposal of District Property

Mr. Hermes moved to approve. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

**Call to the Public**

Ms. Nye read a statement submitted by teacher Sammi Wright. Ms. Wright's statement asked members delay a vote on the Prop 301 compensation payout to allow additional time for the Prop 301 Committee member to meet again.

**Admin Reports**

As requested by President Flamand, Mrs. Potter Davis provided an overview of the MSAN Conference recently attended. She expressed her appreciation of networking with district leaders who share similar concerns. Dr. Robert shared that his appreciation of the networking and said in the future the group will focus on best practices, sharing strategies continued focus on English language learners stating the challenge of teacher shortages and addressing these needs in communities of color.

Mrs. Potter Davis said it was good to share enjoyed connecting with Isaac and several districts from Virginia. She said that knowing there are other states and districts going thru similar challenges allows for good connections.

**Approval of the FY23 Budget Revision**

Mr. Hermes moved to approve. Ms. Aguilar seconded. Motion carried 5-0.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

**Approval of FY23 Hourly Salary Schedule update**

Dr. Woodland said that the proposed increase to the classified hourly schedule reflects a 4.5% increase aligning with the minimum wage increase of \$13.85 per hour.

Mr. Hermes moved to approve. Ms. Corbin seconded. Motion carried 5-0.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

**Approval of the Prop 301 Performance Based Compensation Plan for 2022/23**

Leanne Greenberg addressed the Board under the Call to the Public. Ms. Greenberg shared her concerns with the proposed payout plan stating that with the change in the law the district could approve using 99 percent of the 301 funds allocated towards base pay for teachers rather than being tied to evaluations. She said that consideration should be given to provide maximum compensation.

Maitlyn Reynolds shared that pay tied to evaluations encourages competition. She said she would prefer to see the funds used to promote as retention stipend given to all proficient teachers rather than tied to a score. She said she loves Osborn but the current financial situation makes it difficult to stay.

Storm Gerlock, Erika Switalla, and Tara La O’Garcia representing OEA stated that they would like an opportunity to have further discussion regarding the breakdown of the payout of the Prop 301 funds, allow the committee time to reconvene and have information including how the funds are spent.

Dr. Robert shared the District's position indicating the item could be brought back to the Board for approval allowing additional time for the committee to reconvene and further discussion, however the item needs to be approved by December 30 in order to be submitted before the December 31<sup>st</sup> deadline.

Discussion continued about the possibility of starting with a new plan for distributing funds for the 23-24 school year with the possibility of those discussions beginning as early as January. Dr. Robert stated concerns with ideas of adding the 301 funds into the salary schedule stating the importance of sustainability and the focus on student growth, being good stewards of the funds and having stability in the salary schedules

Mr. Hermes moved to table the item and schedule a special meeting prior to December 30<sup>th</sup>. Mr. Peralta seconded. Motion carried 5-0.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

#### **Administrative Performance Pay Plan FY23**

Dr. Robert said that although not required by statute to have Board approval, the district has always done so. Using a rubric as part of the evaluation is a new component being used this year.

Mr. Hermes moved to approve. Ms. Aguilar seconded.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

#### **Approval of 2023-2024 School Calendar**

Dr. Robert said that with a couple of minor differences, the calendar aligns with Phoenix Union and reflects changes requested from the previous calendar.

Mr. Hermes motioned to approve. Ms. Corbin Seconded. Motion carried 5-0.

Mr. Hermes aye  
Ms. Corbin aye  
Ms. Aguilar aye  
Mr. Peralta aye  
Mr. Flamand aye

#### **INFORMATION UPDATES**

##### **Board Development**

**Update from Luis Peralta on the CUBE conference**

Mr. Peralta enjoyed the conference and the networking opportunities it provided.

**Reflections**

Mr. Peralta said that although the meeting was longer than usual he was glad to see the focus on teachers. He said he will miss working with President Flamand and Ms. Corbin.

Ms. Aguilar expressed thanks to both President Flamand and Ms. Corbin, her gratefulness to serve the community and enjoyed the presentation from the robotics program.

Mr. Hermes thanked President Flamand and Ms. Corbin for their service.

Dr. Robert thanked President Flamand and Ms. Corbin for their service and stated his appreciation for their leadership.

President Flamand said he will walk away happy with his service and the knowledge he has gained from his time on the Board. He stated his appreciation for the learning and opportunity to grow and appreciates the passion and commitment he has seen.

Ms. Corbin shared her enjoyment of visiting the schools and the friendships she has created.

**Future**

**Ms. Aguilar**

- Possible conversation giving the day off so employees can vote on Election Day
- Revisiting the Prop 301 Committee and including a Board member to sit on the committee

**Mr. Hermes**

- Update on 301 meeting process for next year

**Adjournment**

President Flamand declared the meeting adjourned at 8:15 pm.

Minutes submitted by:

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Lisa Nye, Executive Assistant  
to the Superintendent and Governing Board

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Edward Hermes, Board Clerk