

**REGULAR PUBLIC MEETING OF THE BOARD OF DIRECTORS OF THE  
ARIZONA STATE SCHOOLS FOR THE DEAF AND THE BLIND**

**BOARD MEETING MINUTES**

August 29, 2013  
ASDB Tucson Campus  
Berger Performing Arts Center (BPAC)  
1200 W Speedway Blvd., Tucson, Arizona

I. Call to Order and Roll Call

Board President Michael Williams called the meeting to order at approximately 5:06 p.m. and Board Secretary Sherri Collins conducted roll call.

Members Present: Michael Williams, Sherri Collins, Elaine Baldrige (via speakerphone), Taralynn Petrites, Kathy Jankowski, Mark Syms, Michael Gordon, Orlenda Roberts, and Marv Lamar (via speakerphone)

Others Present: Superintendent Robert Hill, Attorney General Representatives Michelle Kunzman and Kim Anderson (both via speakerphone).

Michael Williams asked for a moment of silence for the loss of a PDS student due to a very tragic accident.

II. President's Report

Michael Williams reported that he would like the Board to research academic progress of ASDB students to be discussed at a future meeting. Mr. Williams noted that agenda items II.1 and II.2 will be put on hold until next meeting. Though on hold, Michael Williams permitted public comment on all President Report agenda items.

1. Academic Performance and Curriculum for Discussion, Consideration and Possible Action

Public Comment

Rose Andreacola, employee, expressed concerns regarding the ASDB-Tucson bilingual/ASL curriculum, and regarding recent change in her teaching assignment, and the dismantling of the ASL bilingual programming.

Tina Shartzter, employee, spoke to the ASL curriculum, her role as ASL bilingual specialist, the recent changes in both Rose Andreacola's and her job assignments, and her concern with the impact to ASL programming curriculum.

Elisa Valles, employee, spoke to this issue of curriculum expressing concern that there is no solid curriculum to align with common core standards, that ASDB administration is out of touch with deaf education, that administration does not welcome dissenting opinions, and concerns with retaliation.

2. Cochlear Implant Training for Discussion, Consideration and Possible Action

3. Update on ASDB Busses for Discussion, Consideration and Possible Action

Public Comment

Michael Williams invited Shelley Herbold to share her concerns as she had done in an email to the Board.

Shelley Herbold, parent, expressed concerns with her children riding the school bus, the amount of time her children spend on the bus traveling to and from school as they are the last to be dropped off on the route, the high temperatures on the busses, the breakdown of the bus her children ride causing them to walk the distance of three houses, the breakdown of AC on the bus, her conversations with PDSD Transportation Manager about her concerns, and bus driver pay, hiring, and retention.

Spoke to the Issue: Taralynn Petrites, Michael Williams, Robert Hill, Orlenda Roberts, Marv Lamar,

Discussion Highlights: Someone will always be dropped off last; ASDB policy for riding time, route review, discussions with legislature, growing Phoenix valley impacting riding times, 2 AC units on busses running Valley but very minimal impact on cooling busses; Ms. Herbold's children were walked home by driver and chaperone; possibilities of procurement of contracted transportation when temperatures high; parental option to be reimbursed to transport own children; number of driving vacancies, compensation of ASDB drivers very competitive with market; State bonus restrictions; Governor and legislative support with school bus purchases; no emergency meeting necessary to contract transportation services due to Superintendent's procurement authority; possibilities of hiring teachers to drive busses to earn additional income; federal law re hiring bus drivers who are deaf.

III. Public Comment on Agenda and Non-Agenda Items\*\*

Beca Bailey, parent, spoke about concerns with PDSD's loss of qualified teachers, high classroom ratios, and budgeting for salary increases. She also expressed concern with the hiring process, the need for an athletic director, and bowing down of human resources to administration.

Shelley Herbold, parent, expressed concerns with PDSD's video phone difficulties for deaf parents who must have the same access as hearing parents; sharing of ASDB's budget; bringing back Literacy Camp; student:teacher ratios; and moving teachers around rather than hiring new teachers.

Rob Voreck, parent, thanked new Board members and asked Board to listen to bus, technology, and other complaints that he believes is symptomatic of a poor administration. Expressed concern that the Superintendent caused delay of investigation, and asked the Board to take action with the Superintendent and not be concerned about legal issues.

William Baim, employee, requested ASDB be restructured and the Superintendent's Office be moved to Phoenix to allow the Superintendent to be more visible since the Superintendent is a very busy person driving all over the state.

Lisa Svenningsen, employee, expressed concerns that there have not been raises for certified staff to keep up with cost of living, that multiple staff members have resigned or retired, and though there was an increase in base pay for employees, retirement withholdings decreased pay. She further expressed concerns with staffing shortage, classroom sizes, low morale, and Superintendent's interactions with students and staff.

Vivienne Schroeder, employee, expressed concerns with the environment at ASDB-Tucson, the HR Department hiring program instituted last Spring, no language policy, administrators SIMCOM in the room with both deaf and hearing people, soon will have only one certified interpreter, no literacy camp, ILP on hold, bilingual curriculum put on hold, not enough space, and funding.

Karen Feldman, employee and parent, expressed concerns communication from Superintendent, the advertising of Principal position, ASDB's toxic environment, and suggested the Board create a survey asking questions to elicit responses without the involvement of anyone in administration due to fear, retaliation and lack of trust.

Richard Layton, public member and former employee, reported he was contacted by several parents who plan to pull their students to be placed in other programs. He spoke about the benefit of a properly established CTE Program, the former CTE program at ASDB, and need for Board need to follow ASDB mission statement.

Marv Lamar left the meeting at approximately 7:00 p.m.

Sabina Shysh, student, expressed concerns with student enrollment, not enough students to have a football team, employees yet to learn ASL, impact of Dr. Amann's leaving, staff turnover and vacancies, math teacher position, and lack of attention given to demands made during protests.

Fatuma Ali, student, requested the agricultural program back, questioned Superintendent's role and visibility to students, and said she wants to concentrate on her education and not concerns and problems.

Rose Andreacola, employee, expressed concerns with the lack of communication and respect, her recent transfer to a different teaching position, and ASDB's reputation.

Sharon Kay Schira-Layton, employee and alumni, expressed concerns with current administration, fear of retaliation for speaking up, and the grievance process.

Polly Brady Garcia, former employee, spoke to Board policy BEDH and the additional 2 minutes allotted to deaf speakers at past meetings; questioned why her husband was given only time allotted to hearing speakers and how the Board identifies persons as hearing or deaf.

Michael Williams responded to Ms. Brady Garcia indicating that speaking time may be adjusted by the Board President at each meeting based upon the number of persons who wish to speak and time restrictions.

Henry Garcia, alumni, shared his work experience in management, noted he used his power to protect his employees, and expressed his concern with current Superintendent's qualifications and performance.

Beca Bailey, employee, expressed concerns with the delay of the investigative report, the processes used when complaints filed against Superintendent, input into budget priorities. She expressed appreciation for upcoming meeting between Board members and PDS parents.

Dr. Alan Schussel, public, expressed desire for quality education for students, for transformational leadership at ASDB, and concerned that as long as Superintendent Hill is still on the job, he has every opportunity to contaminate the evidence while the investigation is still in progress. Jessica Sizemore, employee, expressed concerns with a PPA to hire her as an interpreter, the blaming of other administrators for Superintendent's wrongdoing, and the labeling of deaf people as bullies for standing up for their rights.

#### IV. Business Agenda Items

1. Report Regarding Investigation into Complaints Filed with the Board for Discussion, Consideration and Possible Action

***It was moved by Orlenda Roberts, seconded by Mark Syms, and unanimously carried that the Board go into Executive Session pursuant to A.R.S. 38-431.03(A)(3) for discussion/consultation for legal advice with the Board's attorneys as it relates to this agenda item.***

The Board went into executive session at approximately 5:39 p.m. and returned to public session at approximately 6:14 p.m.

Attorney General Representatives Michelle Kunzman and Kim Anderson disconnected from the meeting just prior to the end of Executive Session.

Michael Williams moved for a short break, seconded by Sherri Collins. The Board took a break from 6:16 – 6:25 p.m.

2. Special Report by Pathways Financial Partners Regarding ASDB's Investment Portfolio and Approval to Allocate FY2014 Trust Funds to Schools for Discussion, Consideration, and Possible Action

Brian Murphy, Founder and President, Pathways Investment Advisor utilized a power-point presentation to report on the historical and current performance of ASDB Trust Funds Market Summary, Timeline of Events, Global Diversification, and Quarterly Statement. Approximately 2 million in gain since Pathways began managing fund. Since the current Superintendent took office, the average annual distribution rate of the funds has averaged 4.9133, well below the 6% spending rate. Have done well in tumultuous times. The returns over the last year make it possible to allocate the full 6% spending policy.

Robert Hill reported that the Board Finance Committee met to review ASDB's Trust Fund investment portfolio and the Committee is prepared to recommend to the full Board an allocation of funds for FY 2014. Committee member Mark Syms reported on behalf of the committee that the management of trust funds has been excellent, there is sufficient funding to act on the Superintendent's and Trust Fund manager's recommendation to allocate the 6%, and recommend the allocation of the full 6% for FY 2014. Michael Williams expressed appreciation for the Committee's work.

Spoke to the issue: Kathy Jankowski and Mark Syms

Discussion Highlights: Permitted use of Trust Funds.

***It was moved by Mark Syms, seconded by Orlenda Williams and unanimously carried that the ASDB Board of Director's approves an FY 2014 Trust Fund allocation to the Schools/Programs in the amount of \$178,000 to not exceed the 6% cap, as recommended by the Superintendent and Pathways Financial Partners.***

A break was taken upon request by Kathy Jankowski from 7:34 p.m. – 7:40 p.m.

3. Superintendent's Intent to Issue Employment Contract for Regional Director, Eastern Highlands Regional Cooperative for Discussion, Consideration and Possible Action

***It was moved by Sherri Collins, seconded by Taralynn Petrites, and carried with a vote of 7 in favor and 2 opposed (Mark Syms, Orlenda Roberts ) that the Board table items 3 and 4 until the investigative report is received.***

Spoke to the Issue: Michael Williams, Robert Hill, Orlenda Roberts, Sherri Collins

Discussion Highlights: Impact to ASDB if agenda items tabled; difficult to anticipate impact but concern there could be loss of qualified applicant as occurred in past when Board postponed approval to issue contract; reason for motion was to wait until investigative report completed before any decision to hire contracted employee; action on contracts has nothing to do with the individuals recommended for contract; applicants have been known to look elsewhere when a recommended contract is not approved.

4. Superintendent's Intent to Issue Employment Contract for Regional Director, North Central Regional Cooperative for Discussion, Consideration and Possible Action-(**Exhibit D**)
5. Approval of FY 2015 Budget Priorities for Discussion, Consideration and Possible Action

Robert Hill reviewed the proposed FY 2015 budget priorities.

***It was moved by Mark Syms, seconded by Orlenda Roberts and unanimously carried that the Board of Directors approve the Budget Priorities, as proposed by the Superintendent and reviewed by the Board Finance Committee, to be incorporated into the final FY15 budget proposal.***

Spoke to the Issue: Michael Williams, Orlenda Roberts, Sherri Collins, Mark Syms, Elaine Baldrige, Mike Gordon, Kathy Jankowski, Taralynn Petrites

Spoke to the Issue: Priorities include teacher raises, drive what ASDB prepares and submits to the legislature, represent additional funding to ASDB's budget, and involve the remodel of last 3 dorms. Proposed staff salary increases are not a COLA, are in addition to 5% increase recently received from legislature, include the intent to provide compensation to current teachers with 10 or more years of experience who have not received step increases due to lack of legislative funding. Variables involved with dorm placements, occupancy in dorms, and plans for residential

students when dorm remodeling begins, different funding sources involved with dorms and salaries, so giving up one to support another priority is not relevant. Priorities are listed in order of priority; encouragement for persons to contact their legislators; previous requests for teacher salary have not been funded; restructuring laws for public schools not applicable to ASDB; explanation of legislative process, how ASDB submits priorities doesn't impact legislative decisions, and health/safety and liability issues of greater concern; Board involvement in plan for distribution of monies if salary increases are funded. Issues related to outsourcing payroll software placement.

6. Second Reading of Newly Proposed Policy JICK, Student Violence, Harassment, Intimidation, and Bullying for Discussion, Consideration and Possible Action

***It was moved by Orlenda Roberts, seconded by Mark Syms, and unanimously carried that the Board of Directors adopt Policy JICK, Student Violence, Harassment, Intimidation, and Bullying effective immediately as recommended by the Superintendent.***

Spoke to the Issue: Robert Hill, Kathy Jankowski

Discussion Highlights: Harassment is an issue that requires Superintendent's involvement so the implementing administrative regulation requires Principals to timely report to the Superintendent and conduct a timely investigation with the involvement of the Superintendent.

7. Second Reading of Revised Policy JKD, Student Suspension for Discussion, Consideration and Possible Action

***It was moved by Orlenda Roberts, seconded by Taralynn Petrites, and unanimously carried that the Board of Directors rescind policy JKD, Student Suspension, adopted June 9, 2008 and adopt revisions to policy JKD effective immediately as recommended by the Superintendent.***

Spoke to the Issue: Robert Hill, Orlenda Roberts

Discussion Highlights: Cleans up language and citation of laws applicable to ASDB, and clarifies ASDB's role which differs from school districts who are involved in long-term suspensions and expelling students.

8. Second Reading of Revised Policy JII, Student Concerns, Complaints, and Grievances for Discussion, Consideration and Possible Action

***It was moved by Orlenda Roberts, seconded by Michael Williams, and unanimously carried that the Board of Directors rescind policy JII, Student Concerns, Complaints and Grievances, adopted June 9, 2008 and adopt revisions to policy JII effective immediately as recommended by the Superintendent.***

Robert Hill deferred to Acting Assistant Superintendent who clarified the revisions to policy.

9. Second Reading of Revisions to Policy JF, Student Admissions for Discussion, Consideration and Possible Action

**It was moved by Orlenda Roberts, seconded by Kathy Jankowski, and unanimously carried that the Board of Directors rescind policy JF, Student Admissions, adopted June 9, 2008 and adopt revisions to policy JF effective immediately as recommended by the Superintendent.**

Spoke to the issue: Robert Hill, Orlenda Roberts, Bill Koehler

Discussion Highlights: Cleans up language and applicable laws to ASDB, and differentiates between ASDB's and school district requirements for student enrollment, i.e., student physicals and immunizations.

10. Second Reading of Policy BHD, Board-Community Communications for Discussion, Consideration and Possible Action

**It was moved by Sherri Collins, seconded by Mark Syms, and unanimously carried that the Board table items 10 and 11 to the September 19<sup>th</sup> meeting.**

Spoke to the Issue: Michael Williams, Robert Hill, Sherri Collins

Discussion Highlights: Ms. Collins placed items on agenda and more time needed for her to prepare recommendations.

11. Second Reading of Policy BEDH, Public Participation at Board Meetings for Discussion, Consideration and Possible Action

12. First Reading of Policy ACA, Sexual Harassment for Discussion Only

First reading only - no action required.

Spoke to the Issue: Orlenda Roberts, Robert Hill

Discussion Highlights: Public school requirements related to sexual harassment, review of ASBA policy recommendations, and the Office of Civil Rights involvement in revising ASDB's policy and regulation.

13. First Reading of New Policy JBB, Student Sexual Harassment for Discussion Only

First reading only. No action required.

Spoke to the Issue: Robert Hill, Orlenda Roberts

Discussion Highlights: Policy and regulation specifically focuses on student sexual harassment, and the office of Civil Rights involvement in draft of proposed policy and regulation.

V. Consent Agenda for Discussion, Consideration and Possible Action

1. Approval of June 20, 2013 and August 8, 2013 Board Meeting Minutes
2. Approval of Contracts and/or Agreements with Pine Forest Charter School, Saddle Mountain Unified School District #90, Santa Cruz Valley Union High School District, Tucson Unified School District, In Concert, Prowestlive, India Society of Southern Arizona, Body Zen Fitness LLC, University of Arizona, The Southern Arizona Association F/T Visually Impaired, The Southern Arizona Association F/T Visually Impaired, Lattie Coors Elementary, Carminati Elementary, Ranch Elementary
3. Approval of Donations from Arizona Cardinal Football Club
4. Approval of Additional Student Out-of-State Travel and Fundraising Requests for SY 2013-2014

***It was moved by Orlenda Roberts, seconded by Mark Syms, and unanimously carried that the Board of Directors approve Consent Agenda items 1, 2, 3, and 4.***

Spoke to the Issue: Robert Hill, Mark Syms

Discussion Highlights: Clarification of what contracts/agreements are brought to Board; donation from the Arizona Cardinals Football club involved \$5,000 to both Phoenix and Tucson schools.

VI. Superintendent's Report

1. Student Enrollment Report (December 2012 through May 2013)
2. FY 2013 Second, Third, and Fourth Quarter Personnel Transaction Reports

Enrollment Report

Spoke to the Issue: Kathy Jankowski, PDSB Principal Lisa Svenningsen, Sherri Collins, Mark Syms, Orlenda Roberts, Michael Williams, Accountability Specialist Lisa Jackson

Discussion Highlights: Overview of enrollment reports; noted loss of 30 PDSB students in May/June believed to be caused by graduation and transitioning of preschool students to school age; reasons for enrollment drop will be researched; and future enrollment reports to include reasons for student exit.

Personnel Transaction Reports

Spoke to the Issue: Robert Hill, Orlenda Roberts, Kathy Jankowski, Mark Syms, Orlenda Roberts, Sherri Collins, Michael Williams, Elaine Baldrige

Discussion Highlights: Employee retirements continue to impact turnover, staffing concerns as has been reported to Board over the years, continued expectation of large numbers of retiring employees over next several years, continued research of staffing alternatives to meet needs of student, including the use of special services via internet; number of vacant positions; ASDB's recruitment and hiring process.

Michael Williams reminded Board members that as they meet with parent groups to ensure there is no more than 4 board members present to ensure compliance with open meeting law.

**VII. Adjournment**

Michael Williams adjourned the meeting at approximately 9:04 p.m.

**Out of State Student Travel and Fundraising  
ASDB - 2013-2014**

**Academics – Tucson Campus**

1. Event: Junior National Association of the Deaf Conference  
Site: Model Secondary School for the Deaf, Washington DC  
Dates: November 5-10, 2013  
Dates of Travel: November 5, 2013 – November 10, 2013  
Estimated Cost: \$4,500  
Funding Source: Trust Fund (pending approval), JR. NAD Account, Extracurricular Tax Credit  
Participants: JR NAD members  
# of Students: 4  
# of Staff: 1

**Athletics – Phoenix Campus**

1. Event: Football Game (in place of game cancelled by NMSD)  
Site: California School for the Deaf, Riverside CA  
Dates: September 5-7, 2013  
Dates of Travel: September 5-7, 2013  
Estimated Cost: \$2,800  
Funding Source: Trust Fund (pending approval), Athletic Fund  
Participants: Students  
# of Students: 36  
# of Staff: 4 – 2 staff plus 2 volunteers

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**APPROVED AT JUNE 20, 2013 BOARD MEETING**

**Arizona School for the Blind & Cooperative Programs**

1. Event: Junior Blind Olympics  
Site: Los Angeles, CA  
Date: May 3-7, 2014

**Arizona School for the Blind**

1. Event: ASB Senior Trip  
Site: Anaheim, CA  
Date: May 2014

**Arizona School for the Deaf Academics – Tucson Campus**

1. Event: Explore Your Future, Rochester Institute of Technology  
Dates: July 13-18, 2013
2. Event: Gallaudet University Southwest Regional Academic Bowl 2014  
Site: Texas School for the Deaf  
Date: February 27 – March 2, 2014
3. Event: Gallaudet University National Academic Bowl 2014  
Site: Gallaudet University  
Dates: April 5–8, 2014
4. Event: Close Up  
Site: Washington, D.C.  
Dates: April 2014 TBD by Close Up offices
5. Event: National Association of the Deaf Youth Leadership Camp  
Site: Oregon  
Dates: July 2014
6. Event: Football/Volleyball Games  
Site: Santa Fe, NM  
Date: September 14, 2013
7. Event: Cascade Classic (Goalball)  
Site: Vancouver, Washington  
Date: September 27-28, 2013
8. Event: Volleyball Tournament – Spike Out  
Site: Austin, Texas  
Date: October 3-6, 2013
9. Event: National Youth National Goalball Tournament  
Site: St. Augustine, Florida  
Date: December 7-9, 2013
10. Event: Roadrunner Classic, NMSD  
Site: Santa Fe, NM at the New Mexico School for the Deaf  
Date: December 13-14, 2013
11. Event: Clerc Basketball Classic (Girls only)  
Site: Washington, DC  
Date: January 16-18, 2014
12. Event: Western States Basketball Classic (WSBC)  
Site: Vancouver, Washington  
Date: January 30 – February 2<sup>nd</sup>, 2014
13. Event: Berg/Seeger Track and Field Classic  
Site: Danville, Kentucky  
Date: April 11-12, 2014

**Phoenix Day School for the Deaf**

1. Event: Explore Your Future, National Institute of Technology  
Site: Rochester, NY  
Date: July 13, 2013 - July 18, 2013
2. Event: National Spike Out Volleyball Tournament  
Site: Texas School for the Deaf; Austin, Texas  
Date: October 3, 2013 – October 5, 2013
3. Event: Culinary Bowl Competition  
Site: California School for the Deaf; Fremont, California  
Date: November 1, 2013 – November 2, 2013
4. Event: Jr. NAD Biannual National Conference  
Site: Model Secondary School for the Deaf; Washington, D.C.  
Date: November 5, 2013 – November 10, 2013
5. Event: Roadrunner Classic  
Site: New Mexico School for the Deaf; Santa Fe, New Mexico  
Date: December 13, 2013 – December 14, 2013
6. Event: Western States Basketball and Cheerleading Classic  
Site: Washington State School for the Deaf; Vancouver, Washington  
Date: January 29, 2014 – February 1, 2014
7. Event: Iron 5 Basketball Classic  
Site: Arizona State School for the Deaf; Tucson, AZ  
Date: February 13, 2014 – February 15, 2014
8. Event: Southwest Regional Academic Bowl Competition  
Site: Texas School for the Deaf; Austin, TX  
Date: February 27, 2014 – March 2, 2014
9. Event: International Studies Overseas Trip  
Site: TBD  
Date: March 17, 2014 – March 21, 2014
10. Event: National Academic Bowl Competition (should PDS qualify)  
Site: Gallaudet University; Washington, D.C.  
Dates: April 5–8, 2014
11. Event: Berg/Seeger Track and Field Classic  
Site: Kentucky School for the Deaf; Danville, Kentucky  
Date: April 11, 2014 – April 12, 2014
12. Event: National Battle of the Books Competition (should PDS qualify)  
Site: Gallaudet University; Washington, D.C.  
Date: May 3, 2014 – May 6, 2014

13. Event: Senior Class Trip  
Site: TBD  
Date: Spring 2014
  
14. Event: Youth Leadership Camp (Jr. NAD)  
Site: Stayton, Oregon  
Date: TBA
  
15. Event: NTID Explore Your Future (EYF)  
Site: Rochester, NY  
Date: TBA