MINUTES
GOVERNING BOARD MEETING - PIMA UNIFIED SCHOOL DISTRICT #6
Friday, April 9, 2010 - 12:00 p.m.
District Conference Room, Pima, AZ

Tom Claridge, President
Rusty Draper, Member (Absent)
Vince Kieffer, Member
Bart Judd, Member
Joe Goodman, Member

Joseph Farnsworth, Superintendent
Shalee Ziegler, Business Manager
Lynne Jones, Elementary Principal

GUESTS
Candyce Pardee, District Lawyer
William Richardson, Lynne Jones Lawyer
Carolyn Nelson, Staff
Jennie Walburger, Staff
Patti Kempton, Staff
Jessica Skinner, Staff
Becky Howell, Staff
Janine Bryce, Staff
Karen Fehlman, Staff
Robin Cluff, Staff
Susan Bingham, Staff
Sarah Foote, Staff
Marcy Beus, Staff
Kip Bingham, Community
Ron Bryce, Community

The agenda for the meeting is as follows:

OPENING OF THE MEETING
Meeting called to order by Tom Claridge at 12:06 p.m.
- Flag Salute: Vince Kieffer
- Invocation: Joe Goodman

1. Adoption of the Agenda - The Governing Board reserves the right to reschedule, delete, or rearrange items on the agenda, to efficiently conduct its business. Motion made by Vince Kieffer to adopt the agenda with the deletion of item 2b and item 3. motion seconded by Bart Judd. Motion carried unanimously.

CALL TO THE PUBLIC: The following people spoke to support Mrs. Jones: Jessica Skinner, 1st grade teacher; Sarah Foote, Paraprofessional; Carolyn Nelson, 5th Grade teacher; Jennie Walburger, Sped Teacher; Susan Bingham, Kindergarten teacher; Robin Cluff, Reading First Coach; Karen Fehlman, Title I/Computer Teacher; Kip Bingham, Substitute/Community member; Becky Howell, Math Coach; Bill Richardson, Lynne Jone’s Attorney/Brother.
Letters were read in support of Mrs. Jones from Jessica Little, Elementary Secretary; Diana Logan, Sped Aide; Jan Hunt, 3rd Grade teacher.
Mr. Richardson showed writings from Mrs. Skinner’s 1st grade class to Mrs. Jones supporting her on 4/8/10.

Pursuant to A.R.S. 38-431.03(A)(3), the Governing Board may, at any time during the meeting, vote to move into executive session for the purpose of securing legal advice with the attorney for the District, either in person or via means of telephonic conference call, regarding any item listed on the agenda. The
Board will take no action during the executive session.

Declaration of Conflict of Interest
The board members have a responsibility to declare a conflict of interest. The declaration of a conflict of interest must be made prior to discussion of any agenda item in which the board members determine they have a conflict of interest.

BUSINESS/PERSOPNELL
2. The Board may vote to move into executive session pursuant to A.R.S. 38-431-03.A1 (Personnel) for discussions related to specific personnel matters related to the following items: *Motion made by Vince Kieffer to go into Executive Session pursuant to A.R.S. 38-431-03.A1 for discussion related two classified employees that have had prior DUI’s before working for the District at 12:52 p.m. Motion seconded by Joe Goodman. Motion carried unanimously.*
   a.) Discussion regarding two classified employees that have had prior DUI’s before working for the District.
   b.) DISCUSSION REGARDING ELEMENTARY PRINCIPAL RECEIVING A CONTRACT FOR NEXT SCHOOL YEAR.

NOTE: If any employees who are the subject of an executive session wish to have the matter held in open session, that portion of the discussion will occur in open session following the executive session of the other employees.

*Re-convene to open session: Motion made by vince Kieffer to re-convene to open session at 1:17 p.m. Motion seconded by Joe Goodman. Motion carried unanimously.*

Open Session, reconvene in Open Session
3. Discussion and Action regarding continuing employment of cafeteria worker (Michelle Mullen) for the reasons of the age of the event, the remorse of the individual, the rehabilitation of the individual, the unlikelihood of danger to students due to the fact that employee is not a driver. Administration recommends that we continue employment of cafeteria worker (Michelle Mullen). (Action)
4. Discussion and Action regarding continuing employment of full-time maintenance worker (Glyn Little) for the reasons of the age of the event, the remorse of the individual, the rehabilitation of the individual, and the unlikelihood of danger to students due to the fact that employee is not a driver. Administration recommends that we continue employment of full-time maintenance worker (Glyn Little). (Action) *Board directed Mr. Farnsworth to keep employee with restrictions: (1) Modify hours so he is not working when students are in school. (2) Random Drug testing with one being done ASAP. (3) This is all pending background check. They also stated that we need to have an executive session at May board meeting to hear his side of the situation. Motion made by Vince Kieffer to keep Glyn Little Employed with the above restrictions. Motion seconded by Joe Goodman. Motion carried unanimously.*
5. Discussion and Action regarding non-renewal or granting contract to elementary principal. Administration recommends that we continue with the non-renewal of elementary principal as adopted in the April 7, 2010 Governing Board Meeting. (Action)
   *Mrs. Jones: She gave a statement on why she should be given a contract for FY2010-11.
      * She feels her evaluation was not correct. She highlighted parts of her evaluation.*
• Evaluation item: “I have been disappointed with the level of communication or miscommunication that has taken place in the elementary early on that prompted multiple teachers to confront school board members regarding these changes.” She feels bad about the teachers talking to the board about beyond textbooks, the teachers were just frustrated with the change. She felt Mr. Farnsworth misunderstood teachers frustration.

• Evaluation item: “You continue to have meetings after meetings without providing the time necessary for your teachers to implement the changes that are necessary.” She does not feel like she has lots of meetings. She has one meeting a month. She also has a new teacher induction. She also feels like she did a good thing by adding 45 minutes for specials so teachers have more time to plan.

• Evaluation item: “I have not seen any significant increases in student achievement scores over the last five years.” She disagrees with this evaluation but she did not have time to go through test scores.

• Evaluation item: “If a school site principal cannot effectively communicate, inspire, motivate their teachers, students, and community to a shared vision then the possibility to hope for something different will never materialize.” She feels like she does all of this well.

Mrs. Jones also stated that in the past she has received all good evaluation including one from Mr. Farnsworth. She cited sections of a letter from Mr. Farnsworth on March 24, 2009. “I feel more confident then ever about your leadership. I think the greatest achievement for you is building on the social capital of your teachers and creating interpersonal relationships with them. What I would like to see in the future is more attention given to mathematics in particular, more time for teachers to work as a grade level/team, and more accountability with your staff in the few areas we have previously discussed.” Mrs. Jones feels like she has accomplished all Mr. Farnsworth has asked.

Mr. Richardson spoke on behalf of Mrs. Jones:

• He stated that Mrs. Jones feels like the goal here is not to win but to do what is right for the students.

• Mrs. Jones feels like it is the growth pattern that needs to improve.

• Mrs. Jones has told staff not to blame Mr. Farnsworth for this decision.

Mr. Farnsworth gave his statement on why Mrs. Jones should not receive a contract for FY2010-11.

• Mrs. Jones had stated that it was her idea to increase specials by 45 minutes when in fact Mr. Farnsworth directed her to do this.

• When Beyond Textbooks was in the process of being implemented Mr. Farnsworth wanted to have a slow and progressive implementation but it was Mrs. Jones that insisted Beyond Textbooks be implemented immediately and therefore the teachers got frustrated.

• Mr. Farnsworth stated that Jennie Walburger has 25-30 absences in a year and addressed this with Mrs. Jones in which Mrs. Jones did not give Mrs. Walburger a letter of direction or reprimand. Mrs. Walburger is a special education teacher and by not having her in the classroom it is impacting the students.

• November 18, 2009: Mrs. Jones was given a letter of reprimand by Mr. Farnsworth regarding hiring practices. They discussed it briefly and she asked to have it removed and Mr. Farnsworth declined. Mr. Farnsworth received a 7 page letter from her attorney demanding that the letter be removed from her file. Mrs. Jones did not follow the chain
of command as per board policy in resolving grievances. She did not write a rebuttal to the letter of reprimand. By getting the letter from Mrs. Jones Attorney it was the turning point of mistrust.

- **November 19, 2009**: I had heard that Mrs. Jones had given permission for a parent to start a 4th grade basketball program after school. Mrs. Jones never had approached me about such a program nor had she gotten board approval for the program nor had the parent working with kids been board approved. I was perplexed because I had walked her through the same process when we started the 5th grade tennis program. When we worked on this together we had the sponsor make a presentation to the board for approval, they had rules, guidelines, expectations. I do not understand why two months later she has failed to follow the exact same process in adopting the basketball program. I was handed the basketball rules the day before the board meeting.

- **November 19, 2009---Several weeks leading up to this date I had been conducting unofficial teacher classroom visits. I emailed some of my observations to the elementary teachers. These teachers addressed their concerns to Lynne. Lynne failed to direct them to deal with me since they were my comments and observations. She came to my office and said that my classroom visits were "distracting the teachers from teaching" as well as when I give feedback to only give positive feedback to the teachers. What she was telling me was not only perplexing and frustrating but contrary to my training as an administrator. I cannot understand why I am trying to identify areas for improvement while she would like to maintain the status quo.

- **November 25, 2009---A kindergarten teacher shared with me some frustrations regarding missed Diebels tests for her students. The person was under the impression that the pressure being exerted by Lynne was coming from the District Office. This was a common theme shared by the employee that pressure was coming from the district for a variety of reasons. I shared that the information you are getting from Lynne was inaccurate regarding Diebels testing. It appears that Lynne was using my name or office to apply pressure to her staff without my knowledge.

- **December 1, 2009---Lynne evaluated a 4th grade teacher and marked that teacher in several areas as needing assistance. Hence, in the directions of the evaluation instrument it required her to put him on the improvement plan. When she turned in the evaluations to me I noticed that she had not met with the teacher or created an improvement plan or turned in the improvement plan. I cited board policy to her and told her that she needed to place the teacher on an improvement plan and follow the process outlined in policy.

- **December 4, 2009---Maria Reid was subbing for the elementary school. Kari Stewart made it extremely clear to Mrs. Jones that she would not get sub pay until she had an emergency sub certificate registered with the county. Mrs. Jones never communicated that to Maria prior to her subbing. Maria was upset and said that she would have never subbed if she knew she was not going to get sub pay. Mrs. Jones never discussed the issue with her until after the fact.

- **December 7, 2009---One of our classroom aides Francsica was out on maternity leave and has since been cleared to return to work. She called Mrs. Jones and
Lynne told her that the best time to come back would be sometime in January. I called Lynne and told her that if she has been cleared by her doctor to return to work that she will return to work starting December 8, 2009. Failure to follow FMLA regulations. Lynne invited her into the office and apologized for the misunderstanding.

- **January 28, 2010---** Lynne spoke with Southwest Educational Billing Services regarding Medicaid payments for special education students. I saw on my desk a letter that she asked me to sign so we could enter into a contractual relationship with another organization. She had not discussed with me prior to the letter her desire for this, or the rationale behind such a request. I was completely in the dark and her only communication with me on the subject was a note saying that I needed to sign it. Shalee has on previous occasions shared with her that we are no longer doing Medicaid, this is not new, we have not received Medicaid dollars for several years. Another example of poor communication.

- **February 1, 2010---** Our district secretary was notified that Leah Meehl would be going on maternity leave. Her due date was March 6. I was not notified by Mrs. Jones that she was in fact pregnant and would need maternity leave. Mrs. Jones never approached me at any time to inform me and work out a plan to find a suitable replacement for this teaching position.

- **February 1, 2010---** We approved Title I tutoring for students on free and reduced lunch applications. I told Lynne that she was to target those kids by their free/reduced lunch applications as per the guidelines of Title I. She told our business manager that she was not going to tutor kids that were in the Falls Far Below category because they were too low. She said that they won't move ahead. This is not the visionary leadership I expect out of the elementary principal.

- **February 10, 2010: I sent an email out to the principals of some recent Title I dollars that were available to spend for tutoring purposes. I made it clear that they were to target students that were either on free or reduced lunch as per Title I guidelines for targeted tutoring. Lynne responded with a request to reduce the dollar amount being paid to teachers so she could hire more teachers. I refused. She also said that she was not going to tutor kids that were in the Falls Far Below category because they were too low, she told Shalee the previous comment. This is further evidence that she has difficulty following simple clear, concise directions. It is also sad that she dismisses a group of kids in our district that need extra help that in her mind are too low.

- **Feb 18, 2010---** We recently approved a Title I classroom aide. Mrs. Jones said she had an application for Wanda Bowman from a previous advertisement earlier in the year. I had to direct her that we would advertise in the courier and I also directed her that she would interview a minimum of 3 people for the position with a committee and follow the equal opportunity employment policy. If Wanda would like to reapply she can do so at that time. She was using her interview results of Wanda from a previous interview held in November.

- **Feb. 19, 2010---** Mrs. Jones left her building for personal reasons. Did not secure proper supervision of her school in her absence. While walking out the door she said that the nurse and another teacher were in charge, she did not inform her
staff, nor the school nurse prior to her statement as she walked out the door. Failure to be responsible for the safety and security of the school that she is responsible for. When I addressed the issue with her she apologized and admitted that she did not communicate her absence effectively nor leave individuals in place who could properly handle issues.

- **March, 2010**---Lynne wanted to place Robin Cluff into Karen Fehlman's position for next year. She did not secure interviews or request to advertise for the position. She failed to follow the equal opportunity employment policy and I directed her that we would advertise and that she would form a committee and select a candidate. She is a veteran administrator of 8 years, why do I need to direct her in hiring practices that she has been familiar with especially the equal opportunity employment practice.

- **April 7, 2010**---Called a faculty meeting using her position as the principal to inform staff that her contract was going to be non-renewed, enlisting support from staff for her personal agenda, not professional conduct, abusing power as principal of the district. Did not follow chain of command to file a grievance or formal complaint as outlined in board policy.

- **April 8, 2010**---I discussed with Lynne that our priority was to focus on teaching students, not using teachers to cover classes so they can come to the board meeting. Using her position as administrator for selfish purposes, not professional conduct.

- **April 8, 2010**: Mrs. Skinner took class time to have students write thank you notes to Mrs. Jones.

- **April 8, 2010**: Mr. Farnsworth in conclusion feels it is time to move on in a new direction.

  Mrs. Jones rebuttal: She feels like Mr. Farnsworth is just upset about the letter from her attorney.

**Executive Session:** Motion made by Vince Kieffer to adjourn into Executive Session pursuant to A.R.S. 38-431-03.A3 for legal advice from legal council at 2:01 p.m. Motion seconded by Bart Judd. Motion carried unanimously.

**Re-Convene Open Session:** Motion made by Joe Goodman to re-convene into open session at 2:11 p.m. Motion seconded by Bart Judd. Motion carried unanimously.

  *Bart Judd:* Mr. Farnsworth stated in his statement that there were discipline issues but he didn’t have time to go over them so Mr. Judd asked What some of the discipline issues are.

  - Mr. Farnsworth responded by saying in grades 3-6 the directive we agreed upon was to suspend students for 3 days. Mrs. Jones sets the punishment depending on who you are and what kind of home life the students have.

  - Mrs. Jones stated that that is a community perception but that is not the way she disciplines.

  *Vince Kieffer:* He asked Mrs. Jones, If given a contract do we have to worry about Mrs. Jones going to her attorney every time she gets in trouble?

  - Mrs. Jones stated that she had never received a reprimand from Mr. Smith cause he did not do things that way.
Vince Kieffer: He asked Mrs. Jones, What assurance can she give the governing board that she and Mr. Farnsworth can work together?

- Mrs. Jones stated that she has every confidence that she can work with Mr. Farnsworth, that in fact after the board meeting where she and Mr. Farnsworth discussed issues between them with the board, she apologized to Mr. Farnsworth the next day about the board meeting and that they even hugged.
- Mr. Farnsworth asked about Jennie Walburger and the fact that Mrs. Jones did nothing about her excessive absences over the past four years.
- Mrs. Jones said Jennie was on FMLA because her son was ill.
- Mr. Farnsworth stated that we needed to receive paperwork stating that and Mrs. Jones never produced that information.
- Mrs. Jones stated it was Mr. Farnsworth’s responsibility to get that information from Jennie Walburger.
- Mr. Farnsworth stated that it was not right that Mrs. Jones told him not to give the teachers feedback when he did his observations to the teachers because it made them uncomfortable. He would not be doing his job if he did not do observation and give the teachers constructive criticism.

Tom Claridge: He suggested they take a 5 minute recess to contemplate the discussions and come to a decision.

Recess: Motion made by Vince Kieffer to recess at 2:43 p.m. motion seconded by Bart Judd. Motion carried unanimously.

Re-Convene Open Session: Motion made by Vince Kieffer to re-convene into open session at 2:50 p.m. Motion seconded by Joe Goodman. Motion carried unanimously.

Closing Statement

Mr. Farnsworth: Mrs. Jones is a great person. He does not argue with what the teachers said about Mrs. Jones, but there are more skill sets to being a principal then academics. Mr. Farnsworth is not basing his decision on just one incident. Mr. Farnsworth feels like he has done his due diligence and so he stands by his decision. It is what is best for the students, staff, and community.

Mrs. Jones: She feels like Mr. Farnsworth’s decision is based on emotion. She feels like it’s his way or the highway. Teachers have come to her with complaints about Mr. Farnsworth but she has not brought any of that up. Mrs. Jones has told Mr. Farnsworth when he has done a good job. She feels like she has gotten information or direction after the fact. Mrs. Jones feels she has served the District well.

Mr. Richardson: He feels like Mr. Farnsworth has admitted he got mad at the letter from Him regarding Mrs. Jones reprimand. He feels like Mrs. Jones can do the job to serve the students.

Joe Goodman: He feels like he has a good pulse on the situation and he is comfortable where he stands. Aside from emotions he is excited about the direction this district is going.
Tom Claridge: He concurs with Mr. Goodman and thinks that if Mrs. Jones were to stay there would still be issues.

Motion made by Joe Goodman to uphold the administrations recommendation to non-renew Elementary Principal, Mrs. Jones contract as adopted at the April 7, 2010 governing board meeting. Motion seconded by Tom Claridge. Motion carried unanimously.

ADJOURNMENT

Motion made by Bart Judd to adjourn the board meeting at 3:02 p.m. Motion seconded by Vince Kieffer. Motion carried unanimously.