

**NOTICE OF PUBLIC MEETING  
SOUTHWEST LEADERSHIP ACADEMY  
GOVERNING BOARD**

Pursuant to Arizona Revised Statutes (A.R.S.) 38-431.02, notice is hereby given to the general public, that the Governing Board for Southwest Leadership Academy will hold a meeting open to the public as specified below. The Board reserves the right to change the order of items on the agenda, with the exception of public hearings. One or more Board members may participate telephonically.

Pursuant to A.R.S. §38-431.02 (H), the Board may discuss and take action concerning any matter listed on the agenda.

Pursuant to A.R.S. §38-431.03 (A) (3), the Board may vote to go into Executive Session, which will not be open to the public, for legal advice concerning any item on this agenda.

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting Nancey Carter, Board Liaison at (602) 265-2000. Requests should be made as early as possible to allow time to arrange the accommodation.

DATED AND POSTED this 15th day of June 2018. By

\_\_\_\_\_  
Nancey Carter

Board Liaison/Compliance Manager

**AGENDA**

**Southwest Leadership Academy Governing Board**

**Tuesday,**

**June 26, 2018**

10:30-12:30 PM (MST)

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**Call in Number: (518) 530-1840**

**Meeting ID: 195-834-022**  
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All items on this agenda are open for discussion and possible action, including reports and action items. Public comment will be acknowledged at the end of the Agenda items.

A copy of the Agenda and Meeting Minutes are available for review on our website:

[www.southwestleadershipacademy.com](http://www.southwestleadershipacademy.com)

If authorized by a majority vote of the members of the Governing Board, any matter on the open meeting agenda may be discussed in executive session for the purpose of obtaining legal advice thereon, pursuant to A.R.S. 38431.03 (A)(3). In addition, the Board, by majority vote may enter into Executive Session for discussion and consultation with administration regarding student matters pursuant to A.R.S. §§15-342, 15-521, and 15-843; A.R.S. §38431.03 (A)(2) (consideration of records exempt by law from public inspection); legal advice/instruction to attorney pursuant to A.R.S. §38-431.03 Subsections (A)(3) and (A)(4). The executive session will be held immediately after the vote and will not be open to the public.

\*Additional information regarding any of the items on this agenda may be obtained prior to the meeting by calling Nancey Carter at (602) 265-2000. Also, you can attend the foregoing meeting by teleconference from the School. Please contact Nancey Carter of the School's administration to find out how.

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1. **Call to order and roll call.** (Board President): Mike Gantt, Jenny Diaz, Mark Hendershot, Ruben Olivas, Terry Hines and Brian Heath.
2. **Introduction of Visitors:** Nancey Carter (new compliance officer)
3. **Approval of Meeting Minutes** from the May 15, 2018 board meeting. (Action) Motion: Move to approve the minutes of the May 15, 2018 Board meeting attached.
4. **Election of Board Members:** Mr. Gantt's term expires on June 30, 2018 but he is eligible for reappointment to a three-year term.

**Motion:** Move to nominate Michael Gantt to a three-year term on the Board effective July 1, 2018 to June 30, 2021.

5. **Board Officers:** At this meeting, according to the By-laws, the Board elects a president, vice president, secretary and treasurer or it can combine multiple positions. Either the Board will entertain nominations previously submitted or can make nominations from the floor for whatever officer positions it desires at this Board meeting.

Motion: Move to nominate \_\_\_\_\_ to the position of \_\_\_\_\_.

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6. **Appointment of Superintendent** – Recognizing that Southwest Leadership Academy is a public school district and often the AZ Department of Education requests that the superintendent sign or authorize certain actions, it appears to be prudent to actually name a qualified individual to be superintendent of this charter school district. If a person currently employed by Rite of Passage is selected as superintendent then that person would do their current job plus perform the role of superintendent for which there would not be any further cost to SLA, but if the Board selects a qualified person outside of ROP the Board will most likely have to pay for these services. The motion below is intended to give the Board complete latitude in its selection.

**Motion: Move to appoint \_\_\_\_\_ , a qualified individual who holds a valid certificate to be superintendent in the State of Arizona, as the superintendent of the Southwest Leadership Charter Schools effective immediately**

7. **Membership in the Arizona School Boards Association;** SLA Board of Education is eligible for membership in the Arizona School Boards Association which would enable the 3 Board members to attend ASBA meetings at member rates, receive the monthly ASBA journal and periodic information and newsletters, subscribe to the ASBA policy service, if desired (extra cost), and become better informed about Board business. If the Board desires to participate, the annual dues for the board which includes all board members and staff is \$549.26.

**Motion: Move to authorize the submission of a membership application for Southwest Leadership Academy to the Arizona School Boards Association at the annual fee of \$549.26.**

8. **Approval of Revised Student/ Staff Calendar for FY19** – The school calendar is to be 180 days, which the attached reflects.

**Motion: Move to approve the revised school calendar for FY19 as submitted.**

9. **Discussion Re: Enrollment, Attendance, Staffing, Extracurricular Sports, Calendar of Events, Summer School, Curriculum and Instruction, Professional Development, Vocational Courses, Facility Updates and Current Status of the School** – Dr. Greg Fowler (Information/Discussion, no action required)

10. **Financial Report for May 2018 – ROP CFO**, CJ Bower, will present the May 2018 financial report for SLA. Board members should review the documents prior to the meeting at which time they can ask questions if necessary.

**Motion: Move to receive the May 2018 financial reports as submitted.**

11. **Authorization to Transfer Funds from Reserve: Dr. Fowler has requested payment of \$1,000 stipends to both Patrick Newley and Chuck Connor for leading the Professional Learning Community meetings each week throughout the year of \$1,000 each. The request was submitted to finance by denied since that line item was fully expended therefore creating this request for transfer of funds.**

12. **Motion: Move to approve the transfer of \$2,000 from reserve for PLC annual stipends of \$1,000 each to teachers, Patrick Newley and Chuck Connor.**

- 13. Appointment of Auditor for FY18 Annual Audit – The Board is required to select and approve the fee for the annual audit.**

**Motion: Move to appoint Fester & Chapman. as the auditor for the FY18 school year to conduct the annual audit and prepare the compliance questionnaire for a fee of \$11,900 and \$1,300 to complete the income tax return for a total of \$13,200.**

- 14. Approval of Teacher Salary Guide –** With the change in the law in Arizona for teacher salaries, we adjusted our current salary guide by adding 8% to each step and advancing every teacher eligible for a step increase (which is 2%) thereby providing the 10% increase for FY19 that the state has proposed. (Proposed 190 and 260 days). Actual teacher increases range from 9.2% - 10%.

**Motion: Move to approve the teacher salary guide for Southwest Leadership Academy as presented.**

- 15. Review and Public Hearing of FY19 Budget –** The Board will review the proposed FY19 budget and conduct a hearing for the public to ask questions and make recommendations. At least ten days later (July 10, 2018) the Board is to conduct a meeting to adopt the FY19 budget.

**Motion: Move to tentatively adopt the proposed FY19 budget and hold a public meeting July 10, 2018 at 10:30 AM to adopt the final budget.**

- 16. FY 19 Board Meetings:** The Board will meet on the following dates generally at 10:30 AM: July 10, 2018, September 25, 2018, November 27, 2018, January 22, 2019, March 26, 2019, May 28, 2019 (retreat), June 19, 2019 (annual meeting). Telephonic attendance is acceptable. The president may convene other meetings as needed.

**17. Identify future agenda items (Discussion/Action)**

**18. Public Comment**

**19. Adjournment**

**Next regular meeting: July 10, 2018 @ 10:30 AM (MST) @ Southwest Leadership Academy (telephonic attendance is acceptable).**

**MINUTES OF  
SOUTHWEST LEADERSHIP ACADEMY  
GOVERNING BOARD  
From May 15<sup>th</sup>, 2018**

- 1. Approval of Meeting Minutes** from the March 27, 2018 board meeting. (Action Required)

A motion was made by Ms. Diaz, seconded by Ms. Hines to approve the minutes of the March 27<sup>th</sup>, 2018 Board meeting. Motion passed unanimously.

- 2. Board Retreat** – Robert DiBacco from the Arizona Charter Schools Association provided a Board workshop that addressed the role of the board of education, the role of its members, information on school finance and legislation, update on recently passed legislation regarding teacher pay, and numerous other topics of interest to the Board. This portion of the meeting began at 5:45 and ended at 9:15 PM. The Board expressed its gratitude to Mr. DiBacco and the Arizona Charter Schools Association.

- 3.** President Gantt spoke briefly about the Academic and Career Fair at SLA in April and Mr. Heath showed a 5-minute SLA marketing video that is under development. The Board was very pleased with the video prepared by the staff and students at CSA.

- 4. Review of FY18 Budget, financial Reports for March and April 2018, and Engagement of Auditor:** Vicki Hire and CJ Bower reviewed the monthly budget summary, expenditures, revenue, and projected budget performance and answered questions.

A motion was made by Mr. Hendershot, seconded by Mr. Olivas to receive the March and April 2018 financial reports as submitted. The motion passed unanimously.

- 5. Approval of Final FY18 Budget** – CJ Bower provided the Board with a copy of the proposed final budget for FY18 that will be submitted to the State Department of Education this week.

A motion was made by Mr. Heath, seconded by Ms. Diaz to approve the final FY18 School budget as presented. The motion passed unanimously.

- 6. Research Reimbursement of Auditor's Fees Retroactively** – During the presentation by Mr DiBacco he noted that the SLA financial report did not show reimbursement of the annual auditor's fees that the state provides. The board discussed the need to determine why those

funds were not received and to determine how long that has occurred and how we can recover those funds.

A motion was made by Mr. Hendershot, seconded by Ms. Hines to research the reimbursement of the auditor's fees retroactively and report to the Board. Motion passed unanimously.

- 7. Approval of Student Council Activity Account: Since the following three agenda items were previously discussed by the Board at its March meeting, the Board decided that they would approve each of the following three motions at one time.**

A motion was made by Mr. Hendershot, seconded by Ms. Hines to approve a new account for the Southwest Leadership Academy Student Council at Bank of America requiring two signatories from the following people: Margarita Trujillo, Dr. Gregory Fowler, Michael Hernandez, CJ Bower or Dr. Philip Geiger and to authorize Vicki Hire to open and activate the account on behalf of the Board for the student council. The motion passed unanimously.

- 8. Approval of Woz U Education:** The Board heard about the programs available from Woz U Education and for FY19 at our last meeting but since we lost a quorum just before approval of this item, it is on the agenda again.

We intend to move forward to provide at least two CTE programs from Woz U Education. Karen Young, CEO of Woz U Education provided a 30-minute discussion at the last SLA Board meeting to be sure that the Board is in complete agreement with this program.

A motion was made by Mr. Hendershot, seconded by Ms. Hines to authorize the administration to proceed with the purchase of science and technology CTE programs (recommending coding and drones) from Woz U Education for the FY19 school year not to exceed \$12,000 and to authorize Dr. Philip Geiger to execute an agreement between SLA and the company with funds from the FY19 school budget. The motion passed unanimously.

- 9. Status of Day Care:**

This is another item that the Board did not get to act on at our last meeting.

Over the past three months, we have been reviewing all proposals and letters of interest we received regarding the development of a preschool at Southwest Leadership Academy. All of the proposals had interesting programs and were of high quality. However, we now have a recommendation and although we were impressed with all proposals, we are recommending TLC Child Enrichment to provide childcare services at Southwest Leadership Academy.

A motion was made by Mr. Hendershot, seconded by Ms. Hines to approve the administration to finalize an agreement with TLC Child Enrichment Preschool and Daycare to establish a preschool at Southwest Leadership Academy to provide services for approximately the number of children permitted under their license for the space at SLA with priority provided to SLA students and staff with students paying nothing for services if covered by DES and staff at a reduced fee with the total outlay of cash from SLA of approximately \$15K for the playground canopy at the rear of the school and all other out of pocket expenses being paid by TLC in accordance with the terms originally provided in the RFP and to further authorize Dr. Philip Geiger to complete the negotiations and execute the contract on behalf of the Board. The motion passed unanimously.

**10. Motion for High-Point Preschool:** Due to the decision of the Arizona State Board for Charter Schools to deny the request for an increase in our enrollment cap and the expansion of one school, this matter was removed from the agenda.

**11. Report on AZ State Board for Charter Schools Meeting 5/14** – The State Charter decided not to approve the request for an enrollment cap and the expansion of SLA primarily due to the lack of evidence of a positive performance trend on the AZ Merit test. The Board suggested when we have better testing data that supports our claim that students are advancing academically to the level expected for this population, we can return for further consideration. The Board did not have adequate testing data and only a school rating from 2014.

**12. Approval of Enrollment Cap Increase Request for FY19 to 500 students**

During the Charter Board meeting the Board president stated that if we have significantly improved scores on the AZ Merit test for FY18 that are due out at the end of the month, the SLA Board could apply for an enrollment cap.

A motion was made by Mr. Heath, seconded by Mr. Hendershot to authorize Dr. Philip Geiger to submit a formal request and application for an enrollment increase for Southwest Leadership Charter to 500 students for the FY19 school year.

**13. Approval of Special Services Contract with Futures Education** – SLA solicited proposals for special education services for the remainder of FY 18 and FY19 by posting the RFP on our website and contacting two known providers: Futures Education and Integrated Education Services. Both Futures and Integrated Education responded. (proposals attached) After review, the administration recommends that we award the agreement to Futures Education in accordance with the RFP previously issued (attached).

A motion was made by Ms. Diaz, seconded by Mr. Olivas to authorize Dr. Philip Geiger to negotiate a final agreement with Futures Education to provide special services for students at all SLA schools. Motion passed unanimously

**14. Identify future agenda items (Discussion/Action)**

- a. Salary Review Study
- b. Preparation of FY19 budget
- c. Recommendations for Board Officers
- d. Election of New or Returning Board Member (1)
- e. Approval of FY19 Salary Guide
- f. Approval of Food Service Contract with ROP
- g. Selection of Superintendent

**15. Public Comment** – There was no public comment

**16. Adjournment:** President Gantt adjourned the meeting at 9:57 PM.



## Proposed 190 Day Salary Guide

\*\* We adjusted our current salary guide by adding 8% to each step and advancing every teacher eligible for a step increase (which is 2%) thereby providing the 10% increase for FY19 that the state has proposed.

Teaching Experience (Years)	BA Highly			Special	Special	Special	Special	
	Non-Credentialed (NC)	Qualified (HQ)	Certified (A)	Circumstance (A1)	Circumstance (A2)	MA ( B)	Circumstance (B1)	Circumstance (B2)
1	\$32,400	\$34,560	\$37,800	\$39,960	\$42,120	\$44,280	\$45,900	\$47,520
2	\$33,048	\$35,251	\$38,556	\$40,759	\$42,962	\$45,166	\$46,818	\$48,470
3	\$33,709	\$35,956	\$39,327	\$41,574	\$43,822	\$46,069	\$47,754	\$49,440
4		\$36,675	\$40,114	\$42,406	\$44,698	\$46,990	\$48,709	\$50,429
5		\$37,409	\$40,916	\$43,254	\$45,592	\$47,930	\$49,684	\$51,437
6			\$41,734	\$44,119	\$46,504	\$48,889	\$50,677	\$52,466
7			\$42,569	\$45,001	\$47,434	\$49,866	\$51,691	\$53,515
8			\$43,420	\$45,901	\$48,383	\$50,864	\$52,725	\$54,586
9			\$44,289	\$46,820	\$49,350	\$51,881	\$53,779	\$55,677
10			\$45,174	\$47,756	\$50,337	\$52,919	\$54,855	\$56,791 **
11			\$46,078	\$48,711	\$51,344	\$53,977	\$55,952	\$57,927
12			\$46,999	\$49,685	\$52,371	\$55,057	\$57,071	\$59,085
13			\$47,939	\$50,679	\$53,418	\$56,158	\$58,212	\$60,267
14			\$48,898	\$51,693	\$54,487	\$57,281	\$59,377	\$61,472
15			\$49,876	\$52,726	\$55,577	\$58,427	\$60,564	\$62,702
16			\$50,874	\$53,781	\$56,688	\$59,595	\$61,775	\$63,956

**Class Definition**

- NC** This is a non credentialed starting role that is working toward credentialing
- HQ** Bachelor's degree with 24 hours in a subject matter or qualified test results that would render them "Highly Qualified"
- A** Bachelor's degree and Valid State Certification for grade level and subject taught
- A1** Hired to teach Math, Science, Special Education OR Multi-Subject Credentials
- A2** Hired to teach Math, Science, Special Education AND Multi-Subject Credentials
- B** Master's degree from an accredited institution in field pertinent to position and valid state certification for grade level and subject taught
- B1** Hired to teach Math, Science, Special Education OR Multi-Subject Credentials
- B2** Hired to teach Math, Science, Special Education AND Multi-Subject Credentials
- \*\*\*** 10 years experience is the maximum that may be given upon hire, after will fall inline with step 11-16

*\*Class and Step movements will only occur during new contract years*

*\*Growth units are defined as graduate level units in pursuit of advanced degree or additional certifications*

*\*All Part-Time Sub \$15.00 per hour*

## Proposed 260 Day Salary Guide

\*\* We adjusted our current salary guide by adding 8% to each step and advancing every teacher eligible for a step increase (which is 2%) thereby providing the 10% increase for FY19 that the state has proposed.

Teaching Experience (Years)	Non-Credentialed (NC)	BA Highly Qualified (HQ)	Certified (A)	Special	Special	Special	Special	Special
				Circumstance (A1)	Circumstance (A2)	MA (B)	Circumstance (B1)	Circumstance (B2)
1	\$34,560	\$36,720	\$43,200	\$45,360	\$47,520	\$49,680	\$51,840	\$54,000
2	\$35,251	\$37,454	\$44,064	\$46,267	\$48,470	\$50,674	\$52,877	\$55,080
3	\$35,956	\$38,203	\$44,945	\$47,193	\$49,440	\$51,687	\$53,934	\$56,182
4		\$38,968	\$45,844	\$48,136	\$50,429	\$52,721	\$55,013	\$57,305
5		\$39,747	\$46,761	\$49,099	\$51,437	\$53,775	\$56,113	\$58,451
6			\$47,696	\$50,081	\$52,466	\$54,851	\$57,236	\$59,620
7			\$48,650	\$51,083	\$53,515	\$55,948	\$58,380	\$60,813
8			\$49,622	\$52,104	\$54,586	\$57,067	\$59,548	\$62,029
9			\$50,614	\$53,146	\$55,677	\$58,208	\$60,739	\$63,270
10			\$51,627	\$54,209	\$56,791	\$59,372	\$61,954	\$64,535 ***
11			\$52,660	\$55,294	\$57,927	\$60,560	\$63,193	\$65,826
12			\$53,713	\$56,399	\$59,085	\$61,771	\$64,457	\$67,142
13			\$54,787	\$57,527	\$60,267	\$63,006	\$65,746	\$68,485
14			\$55,883	\$58,678	\$61,472	\$64,266	\$67,061	\$69,855
15			\$57,000	\$59,852	\$62,702	\$65,552	\$68,402	\$71,252
16			\$58,140	\$61,049	\$63,956	\$66,863	\$69,770	\$72,677

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- HQ** Bachelor's degree with 24 hours in a subject matter or qualified test results that would render them "Highly Qualified"
- A** **Bachelor's degree** and **Valid State Certification** for grade level and subject taught
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- A2** Hired to teach Math, Science, Special Education **AND** Multi-Subject Credentials
- B** **Master's degree** from an accredited institution in field pertinent to position and and valid state certification for grade level and subject taught
- B1** Hired to teach Math, Science, Special Education **OR** Multi-Subject Credentials
- B2** Hired to teach Math, Science, Special Education **AND** Multi-Subject Credentials
- \*\*\*** 10 years experience is the maximum that may be given upon hire, after will fall inline with step 11-16

*\*Class and Step movements will only occur during new agreement years*

\*Growth units are defined as graduate level units in pursuit of advanced degree or additional certifications

\*All Part-Time Substitute Teachers: \$15.00 per hour