

# Board of Education Agenda- Southwest Leadership Academy

## 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 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 17th day of January 2019.

By Nancey Carter

Board Liaison/Compliance Manager

#### AGENDA

Southwest Leadership Academy Governing Board Thursday,

January 24, 2019

10:30 (MST)

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Call in Number: 1-646-876-9923

Meeting ID: 853-083-6461

## Board of Education Agenda- Southwest Leadership Academy

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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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## **Board of Education Agenda- Southwest Leadership Academy**

1. Call to order and roll call. (Board President): Mike Gantt, Mark Hendershot, Ruben Olivas, Terry Hines and Brian Heath.
2. Introduction of Visitors: CJ Bower (CFO), Dr. Greg Fowler (Principal), Dr. Philip Geiger (Superintendent)
3. **Approval of Meeting Minutes from the October 23, 2018 board meetings.**

Motion: Move to approve the minutes of the October 23, 2018 Board meeting attached.

4. **Review of Annual Audit** – Attached is the FY18 school audit for Southwest Leadership Academy. The auditor will review the audit with the Board and answer questions. WE request the Board officially receive the audit.

Motion: Move to receive the FY18 audit prepared by Fester & Chapman Auditors as submitted.

5. **Review of FY19 Budget, financial Reports for July 2018- December 2018**, ROP CFO, CJ Bower, will review the monthly budget summary, expenditures, revenue, and projected budget performance and answer questions.

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

6. **Income Tax Filings for FY17 and FY18** – Attached are the 990 income tax filings for Southwest Leadership Academy for 7/1/16-6/30/17 filed January 2018 by CJ Bower on behalf of the Not-for Profit (Southwest Leadership Academy. (The 7/1/17-6/30/18 form 990 is still being completed by the auditing firm.)

7. **Salary Increases for Teachers to comply with 10% salary increase** –In order to meet the expectations that teachers receive a 10% salary increase in FY19; the administration recommends an additional 4% raise for teachers retroactive to January 1, 2019. The total cost for these increases is noted on the attached sheet and included in the revised budget that has ben submitted.

## **Board of Education Agenda- Southwest Leadership Academy**

Motion: Move to approve an additional 4% salary increase for teachers identified on the attached sheet retroactive to January 1, 2019.

8. **Evening School Discussion** – (Dr. Geiger) In November, the Board approved providing evening classes for students who cannot attend day school due family care requirements, child care obligations, employment obligations, or other personal obstructions. We started the program with 12 students but that number has declined to where now have 9 enrolled. Getting programs like this started does take time and in the revised budget, the cost of the one teacher and security guard for the balance of the year is included. We recommend that we continue the program for the balance of the year and re-evaluate the evening school at our next meeting to determine if we continue it for FY20. The staff is paid from our graduation grant.
  
9. **AZ DOE Food Services** – **The food services program was inspected and reviewed by the AZ DOE on September 20, 2018. The DOE provided a summary report, which is attached indicating that there were some requirements for corrective action. Corrective action was taken and reported to the DOE and on November 19, 2018, the AZ DOE approved our corrective actions and recaptured \$2,690.14 in NSLP and ASP reimbursements.**

Motion: Move to officially receive the AZ Department of Education administrative Review of the Southwest Leadership Academy Food Service programs compliance with the NSLP and ASA and their approval of the corrective action plan dated November 19, 2018.

10. **Revisions to Performance Pay Rubric for Classroom Site Fund** – We are making every effort to incentivize teachers and students to attend and to work hard to pass their courses and the AZ Merit exam. When we first developed the matrix, we were overly optimistic that we could change the behaviors of both staff and students quickly but we want to hold students and staff accountable. We reviewed the matrix and have discussed this revised version with staff to make the goals challenging but not out of reach for this year. We can consider higher standards as we change the expectations of both students and staff. We have already noticed that many students who would have previously come to SLA with the expectations of using our former Plato system and passing courses without necessarily learning the material have decided to go elsewhere.

## **Board of Education Agenda- Southwest Leadership Academy**

We want an SLA diploma to be meaningful so we can live with this situation. We are requesting that the Board approve the newly revised Performance Pay Matrix effective January 1, 2019.

Motion: Move to approve the revised performance pay matrix attached effective January 1, 2019 for the remainder of the FY19 school year.

- 11. Approval to Create the position of School Social Worker** – Attached is the proposed job description for a school social worker for SLA. Over the past couple of years, it has become obvious that many of our students have more severe and intense personal situations that need to be addressed, physically, emotionally, academically, and familiarly that require the support and services of a licensed social worker. We anticipate a full time social worker; 12 months per year would cost approximately \$70K. We have budgeted through the Classroom Site Fund under “dropout prevention” for the salary of this person. That same fund can be used in subsequent years as well. The administration recommends the creation of this position effective immediately.

Motion: Move to approve the employment of a full time, 12-month social worker to address the unmet needs of the students at Southwest Leadership Academy at an approximate annual salary of \$70K.

- 12. FY19 Budget Revision** – Since the last Board meeting we have received new funding information and have modified the spending of certain accounts. With those changes, it is a good time to submit a budget revision to the state for FY19. Attached is the recommended budget.

Motion: Move to approve the revised FY19 budget effective January 1, 2019.

**13. Informational Only: Dr. Fowler will report on the following items:**

1. Student Performance Information – formative assessment results, semester results, AZ Merit Schedule
2. Galileo Testing and expanded use of Galileo
3. Rosetta Stone and foreign language instruction

## **Board of Education Agenda- Southwest Leadership Academy**

4. Dave Ramsey Personal Finance Course
5. Reading 180 Implementation
6. Student Enrollment and Attendance Improvement Efforts (100<sup>th</sup> day projections)
7. Drones and Coding Programs
8. Student Behavior
9. Student Field Trips and Cultural opportunities (afterschool music club)
10. School Lunch Program
11. Beyond Textbooks
12. Athletics
13. Daycare
14. Vision and Hearing Screenings (Nancey Carter)
- 14. For Discussion Purposes – Possible Purchase of a 24 Passenger School Bus**  
- We currently operate four vans that are leased from Choice Leasing. One of those vans will be returned in May 2019 as are lease will have expired. Our issues surrounding transportation are : 1)we often have to take two vans (which means two drivers and two adults being paid) for sports whereas a 24 passenger bus will enable us to transport most, if not all teams, in one vehicle; 2) we could create a bus route at the school enabling us to enroll additional students; 3) we can deploy fewer personnel to complete pick-up and drop-off student routes; 4) we can pick up more group home students which often have larger number of students at one stop.
15. Identify future agenda items (Discussion/Action)
16. Public Comment

## **Board of Education Agenda- Southwest Leadership Academy**

### **17. Next Board Meetings**

- a. Next regular meeting: April 9, 2019 @ TBD (MST) – Board Retreat
- b. Final Meeting of the year will be June 30, 2019 @ 10:30 AM at Southwest Leadership Academy

### **18. Adjournment**

DRAFT