

LIBERTY ELEMENTARY SCHOOL DISTRICT No. 25

**GOVERNING BOARD MEETING
Special Board Meeting**

**MONDAY
January 28, 2019
Immediately following the
Budget Work Study Session**

**LAS BRISAS ACADEMY THEATRE
18211 West Las Brisas Drive
Goodyear, AZ 85338**



**LIBERTY SCHOOL DISTRICT No. 25
GOVERNING BOARD AGENDA - Special Board Meeting**

TIME: January 28, 2019 – 6:30 PM
PLACE: Las Brisas Academy Theatre, 18211 West Las Brisas Drive, Goodyear, AZ 85338

Pursuant to the Americans with Disabilities Act (ADA) the Governing Board endeavors to ensure the accessibility of its meetings to all persons with disabilities. If you need an accommodation for a meeting, please contact the District Office at (623) 474-6600 or districtoffice@liberty25.org at least 48 hours prior to the meeting. A copy of the complete agenda with names and details, including available support documents may be obtained during regular business hours by calling (623) 474-6600.

The Governing Board reserves the right to move into Executive Session for legal advice with its attorneys for any item listed on the Agenda, in person or by telephone, pursuant to A.R.S. 38-431.03.0.3. Members of the governing Board will attend the meeting in person or by telephone conference call, pursuant to Governing Board Policy BE.

I. OPENING MEETING

1. Call to Order
2. Pledge of Allegiance

II. GENERAL BUSINESS

- | | Report
Submitted By |
|---|--------------------------------|
| 1. Discussion/Review of Strategic Plan Process | Dr. Shough |
| 2. Discussion/Consideration to Approve Certified Teacher Hiring Schedule for Fiscal Year 201-2020 | Mrs. Baysinger |

III. ADJOURNMENT OF BOARD MEETING

Motion _____ Second _____ Vote _____

LIBERTY ELEMENTARY SCHOOL DISTRICT No. 25

GOVERNING BOARD ITEM

BOARD MEETING OF: January 28, 2019
TITLE OF AGENDA ITEM: Discussion/Review of Strategic Plan Process
ITEM CATEGORY: Information

POLICY REFERENCE
OR STATUTORY
CITATION:

FUNDING SOURCE:

COST: -

EXECUTIVE SUMMARY:

The administration is seeking Governing Board input in the following strategic areas focus and the process the Superintendent will use to guide the work.

Proposed Categories Utilized for Liberty Elementary District Strategic Planning

Standard 1: Purpose, Direction and Culture- The District develops and communicates a purpose and direction that commit to high expectations for learning as well as shared values and beliefs about teaching, learning and student well-being.

Standard 2: Leadership for Learning- The school operates under governance and leadership that promote and support student performance and school effectiveness.

Standard 3: Teaching and Assessing for Learning- The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

Standard 4: Using Results for Continuous Improvement- The school implements a comprehensive assessment system that generates a range of data about student learning and school effectiveness and uses the results to guide continuous improvement.

Standard 5: Resources and Support Systems- The school has resources and provides services that support its purpose and direction to ensure conditions for learning leading to success for all students.

*Adopted from the AdvancED Standards for Quality Schools

BOARD ACTION REQUESTED

This is an information item; no action will be taken.

SUBMITTED BY: Dr. Shough **SUPERINTENDENT:** Dr. Lori Shough

ACTION BY BOARD: Motion: Second: Vote: **AGENDA ITEM:** II.1.

LIBERTY ELEMENTARY SCHOOL DISTRICT No. 25

GOVERNING BOARD ITEM

BOARD MEETING OF: January 28, 2019
TITLE OF AGENDA ITEM: Discussion/Consideration to Approve Certified Teacher Hiring Schedule for Fiscal Year 201-2020
ITEM CATEGORY: Action/Consent

POLICY REFERENCE OR STATUTORY CITATION: _____
FUNDING SOURCE: _____
COST: _____

EXECUTIVE SUMMARY:

In order to recruit high quality teachers, it is recommended the Board approve a teacher hiring schedule. The schedule has been updated to account for the intended State 5% teacher compensation increase. Cells within the schedule have been increased in a range from \$900 to \$1200 progressively from lower education to higher education and lesser number of years of experience to higher number of years of experience.

A copy of each schedule is included in the Board packet for your review.

BOARD ACTION REQUESTED

It is recommended the Governing Board approve the Certified Teacher Hiring Schedule for Fiscal Year 201-2020 as presented.

SUBMITTED BY: Mrs. Baysinger _____ **SUPERINTENDENT:** Dr. Lori Shough _____

ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____ **AGENDA ITEM:** II.2. _____

Starting Salary Guide



To calculate your salary, locate your base salary and then add any special certifications, endorsements and special assignments. The signing bonus is a one-time allotment and is not added to your base salary.

Base Salary Guide*

Years of Experience	With a BA	With a BA + 15 Credit Hours	With a BA + 30 Credit Hours	With a MA	With a MA + 15 Credit Hours	With a MA + 30 Credit Hours	With a MA + 45 Credit Hours
0	\$37,300	\$37,800	\$38,300	\$38,900	\$39,400	\$39,900	\$40,400
1	\$37,800	\$38,300	\$38,800	\$39,400	\$39,900	\$40,400	\$40,900
2	\$38,300	\$38,800	\$39,300	\$39,900	\$40,400	\$40,900	\$41,400
3	\$38,800	\$39,300	\$39,800	\$40,400	\$40,900	\$41,400	\$41,900
4	\$39,300	\$39,800	\$40,300	\$40,900	\$41,400	\$41,900	\$42,400
5	\$39,900	\$40,400	\$40,900	\$41,600	\$42,100	\$42,600	\$43,100
6	\$40,400	\$40,900	\$41,400	\$42,100	\$42,600	\$43,100	\$43,600
7	\$40,900	\$41,400	\$41,900	\$42,600	\$43,100	\$43,600	\$44,100
8	\$41,400	\$41,900	\$42,400	\$43,100	\$43,600	\$44,100	\$44,600
9	\$41,900	\$42,400	\$42,900	\$43,600	\$44,100	\$44,600	\$45,100
10	\$42,400	\$42,900	\$43,400	\$44,100	\$44,600	\$45,100	\$45,600

Certifications / Endorsements & Special Assignments Stipends Guide

Certifications / Endorsements		Special Assignment Stipends	
Provisional Gifted & Talented	\$500 added to base salary	Self-Contained Classroom	\$1,000
Standard Gifted & Talented	\$1,000 added to base salary	Middle Grade Math w/ Certification	\$1,500
Reading	\$500 added to base salary	Middle Grade Science w/ Certification	\$1,500
Provisional ESL	\$500 added to base salary		
Standard ESL	\$1,000 added to base salary		
Special Education	\$1,000 added to base salary		
National Board	\$2,000 added to base salary		

\$6,000 in Performance Pay for Eligible Teachers.

Total Salary Worksheet

Base Salary	+	Certifications & Special Assignments Guide	+	Performance Pay	=	My Total Salary
				\$6,000		

*Pending Governing Board Approval