



**LIBERTY SCHOOL DISTRICT No. 25  
Governing Board Minutes - Special Board Meeting**

**TIME:** January 28, 2019 – 6:30 PM

**PLACE:** Las Brisas Academy Theatre, 18211 West Las Brisas Drive, Goodyear, AZ 85338

**I. OPENING MEETING**

1. Mr. Paul Jensen, Governing Board President, called the meeting to order at 6:36 p.m. Governing Board members constituting a quorum were present: Mrs. Yolanda Lopez-Bearden, Mrs. Kathy McNamara, and Mr. Jeffrey Turbitt. Absent was Mr. Mark Aguire.
2. Pledge of Allegiance was not recited due to being recited earlier in the evening.

**II. GENERAL BUSINESS**

1. Discussion/Review of Strategic Plan Process  
Dr. Shough shared the administration was seeking input on strategic areas presented (the proposed categories to be utilized were adapted from the AdvancEd Standards for Quality Schools) and the process for the creating a Strategic Plan. Categories included Standard 1 - Purpose, Direction, and Culture (culture was added to AdvancEd Standards by the administration team); Standard 2 - Leadership for Learning; (for Learning was added by administrative team) Standard 3 - Teaching and Assessing for Learning; Standard 4 - Using Results for Continuous Improvement; and, Standard 5 - Resources and Support Systems. She shared a consultant had been contracted and input will be gathered from focus groups to include students, staff, and parents. A steering committee will be formed to review input gathered. The goal for completion timeline is to present a final Strategic Plan to the Governing Board for approval during the June Governing Board Meeting. This was an information item; no action was taken.
2. Discussion/Consideration to Approve Certified Teacher Hiring Schedule for Fiscal Year 2019-2020  
Mrs. Baysinger and Mr. Nuttall presented a revised Teacher Hiring Schedule for the 2019-20 fiscal year. The hiring schedule was updated to account for the 5% teacher compensation increase intended by the State. Increases ranged 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. Signing bonuses monies previously offered for new employees have been rolled into the base salary making this schedule less complex. After researching other districts, administration believes that this change will position us to be the most competitive in hiring. A motion by Mr. Turbitt, a second by Mrs. McNamara was entered to approve the Certified Teacher Hiring Schedule for Fiscal Year 2019-2020 with the deletion of the sentence "The signing bonus is a one-time allotment and is not added to your base salary". Upon call to vote, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

**III. ADJOURNMENT OF BOARD MEETING**

A motion by Mrs. Lopez-Bearden, a second by Mr. Turbitt was entered to adjourn the Governing Board Study Session at 9:46 p.m. Upon call to vote, Mrs. Lopez-Bearden, Mrs. McNamara, Mr. Turbitt, and Mr. Jensen voted 'aye', and the motion carried.

Signed:

Date:

February 11, 2019