

## OFFICIAL MINUTES

April 28, 2015

The Governing Board of the Flagstaff Unified School District Number One, Coconino County, Flagstaff, Arizona held an Executive Session, Worksession and Regular Meeting on April 28, 2015 at the District Administrative Center, 3285 E. Sparrow Avenue, Flagstaff, Arizona.

### PRELIMINARY

1. Ms. Kozak called the meeting to order at 4:00 pm.

2. Roll Call:

#### Board Members

Absent Ms. Christine Fredericks, President (participated by phone 6:34 – 7:15 pm)  
Ms. Kathryn Kozak, Clerk  
Mr. Paul Kulpinski, Member  
Ms. Sarah Ells, Member  
Ms. Kim Khatibi, Member

#### Administrative Staff

Ms. Barbara Hickman, Superintendent  
Ms. Mary K. Walton, Assistant Superintendent  
Mr. Robert Kuhn, Assistant Superintendent  
Dr. Ken Garland, Director of Budget & Finance  
Mr. Dietrich Sauer, Director of Human Resources  
Ms. Karin Eberhard, District Relations Coordinator  
Ms. Kim Branges, Executive Assistant

3. There were no requests to reorder the agenda.

4. Ms. Ells moved to adopt the agenda as submitted. Mr. Kulpinski seconded; motion carried.

41 people signed the guest register

**EXECUTIVE SESSION**

Ms. Ells moved to convene in Executive Session for Legal Advice on issues related to District Policy Section H at 4:01 pm. Mr. Kulpinski seconded; motion carried. Following the completion of the Executive Session for Legal Advice at 4:40 pm, the Regular Meeting continued.

**WORKSESSION**

## 1. Strategic Facilities Management

Dr. Garland distributed and reviewed the following documents regarding facilities and long range capital plans: Concerns and Options in Considering Long Range Capital Plans; Chart #1 Elections – Past & Future; Chart #2 Timelines for Selling Remaining \$10.1 M Bond Authorization; Chart #3 Spending and Spending Plan for District Additional Assistance; and Chart #4 Facilities Proposed Expenditures for FYs 2016-2019 from 2012 Bond Fund. Mary Knight, Director of Technology, reviewed Chart #5 Technology Bond Spending and Revised Bond Budget Technology Concerns. A discussion followed concerning options for upcoming bond sales and elections.

**REGULAR MEETING****CALL TO THE PUBLIC**

Ms. Kozak called on the public for comment:

- Tari Popham, Sinagua Middle School Principal – Found out today that Sinagua Middle School has earned the Arizona Educational Foundation’s A+ School of Excellence designation.
- Dani Lawrence, mother of two children that attend DeMiguel – Spoke about the difficulties she is having with the service provider, ASDB, in receiving services for her son who is visually impaired. Urged Board to further research ASDB.
- Aaron Green, husband of Dani Lawrence – Spoke about oversight of the special education department of FUSD; feels there needs to be more checks to make sure that IEPs are being followed. Urged the Board to consider an audit measure to review IEPs.

**CONSENT AGENDA**

The Consent Agenda included the following:

1. Minutes of the Regular Meeting held on April 14, 2015
2. Minutes of the Executive Session for Legal Advice held on April 14, 2015
3. Minutes of the Executive Session for Legal Advice held on April 14, 2015
4. Payment Vouchers: AD330A15; AX409B15; AX410A15; AD408A15; AS409A15; AS403A15; AS401A15; AX409A15; AD409A15; AD402A15; 208; 008 (Detailed information is available upon request.)

5. Gifts to District: a) 2007 Jayco Feather Sport Travel Trailer valued at \$7,425 donated by the Friends of Camp Colton to be used at Camp Colton; b) ATRUMP CNC Mill valued at \$9,000 donated by Machine Solutions to be used by Coconino High School Construction/Woods Lab; c) 5 Dell Latitude E6410 computers valued at \$500 each donated by W.L. Gore to be used by Student Support TSW Program
6. Resignations, appointments, retirements, releases from contract, leaves of absence and substitutes:

**RESIGNATIONS, TERMINATIONS**

Administration:

Certified:

- Ahl, Amanda: Sechrist; 4th Grade Teacher; Effective 6/30/2015
- Chadwick, Meagan: Cromer; 5th Grade Dual Cert Teacher; Not returning from LOA 2014-2015.
- Hansleben, Tina: DeMiguel; 4th Grade Teacher; Effective 6/30/2015
- Leff-Allen, Laura: MEMS-Student Support Behavior Support Program/SPED Teacher; Effective 6/30/2015
- Ohan, Jennifer: Leupp; Science Specialist; Effective 6/30/2015

Classified:

- Chase, Margaretta: Sechrist; FACTS Team Leader; Effective 4/16/2015
- Erickson, Jacob: SMS; SE Parapro; Effective 5/1/2015
- Fenske, Damian: MEMS; SE Parapro; Effective 4/29/2015
- Hammeren, April: Knoles; SE Parapro; Effective 6/30/2015
- Prettysongs, Dalphianna: FHS; Sub Caregiver; Effective 4/20/2015
- Reid, Raymond: Camp Colton; Effective 4/9/2015
- Shebala, Kendra: FHS; Eagles Crest Child Enrichment Center/Instructional Aide; Effective 4/23/2015
- Spurlock, Susan: Knoles; SE Parapro; Effective 4/13/2015

**APPOINTMENTS** \*Salaries noted for some new hires are based on current verified information at time of preparation of this agenda. Salaries may be subject to change, as more information is received /verified by Human Resources.

Administration:

Certified:

Classified:

- Lomahaftewa, Candice: FHS; Attendance Secretary; \$12.20/hour; 40 hours/week; 10 month calendar; Effective 4/13/2015
- Padilla, Michelle: FACTS Caregiver/Districtwide; \$9.16/hour; 1.4 hours/day; 9 month calendar; Effective 4/9/2015

Coach/Other:

Volunteers:

- Belcher, Lauren: Summit High School; TAPP Program volunteer
- Berg, Chris: CHS; Chaperone/Teacher Assistant
- Gearhart, Haley: SMS; Mentor
- Pauli, Laura: District-wide nursing volunteer
- Minderhout, Karly: FHS/MEMS: Intern for Social Worker
- Peralta, Chelsea: Thomas: SLP volunteer assistant

Temporary/Other:

**RETIREMENT**

The following administrator(s)/teacher(s)/support staff are requesting to retire from the District:

Administrative:

Certified:

Allan, Jill: MEMS; Math Teacher; Effective 6/30/2015; Does not plan to participate in the Phased Retirement Program.

Aydelott, Priscilla: CHS; Language Arts Teacher Effective 6/30/2015; Plans to participate in the Phased Retirement Program

Burris, Nancy: FHS; SPED Resource Teacher; Effective 6/30/2015; Does not plan to participate in the Phased Retirement Program.

Cox, Rebecca: Knoles; Kindergarten Teacher; Effective 6/30/2015; Plans to participate in the Phased Retirement Program

Hayes, Janice: Knoles; Kindergarten Teacher; Effective 6/30/2015; Plans to participate in the Phased Retirement Program

~~Julien, Carol: Speech Language Pathologist; Effective 6/30/2015; Plans to participate in the Phased Retirement Program~~

Classified:

Vedo, Judy: MEMS; SPED Parapro; Effective 6/30/2015; Does not plan to participate in the Phased Retirement Program.

**RELEASE OF CONTRACT**

The following administrator(s)/teacher(s)/support staff are requesting to be released from their contract:

Administrative:

Certified:

Classified:

**LEAVE OF ABSENCE**

The following administrator(s)/teacher(s)/support staff are requesting a Leave of Absence from the District:

Administrative:

Certified:

Classified:

**QUALIFIED EVALUATORS**

**NONRENEWALS**

**Temporary Contract Holders**

Cairney, Turi A; Dennis, Kimberly N; Kugler, Sean D; Evans, Nancy M; Hiltner, Juanita Marie; Hovis, Cherise G; Lalan, Jacob J; Furr, Ellen; Palley, Molly M; Wilkins, Linda J

Mr. Sauer said that Carol Julien no longer wants to retire effective June 30, 2015 and is rescinding her request for retirement.

Mr. Kulpinski moved to approve the Consent Agenda as revised by Mr. Sauer. Ms. Ells seconded; motion carried 4-0.

**STUDENT TRAVEL**

1. DeMiguel Elementary School Odyssey of the Mind to the World Finals at Michigan State University on May , 2015

Mr. Kulpinski moved to approve Student Travel Item #1 as submitted. Ms. Ells seconded; motion carried 4-0.

## **PRESENTATIONS**

1. Superintendent's Report

Ms. Hickman reported on current events throughout the District. She acknowledged staff's hard work over the last 10 days when District schools received several computer-generated calls threatening harm to students and others, which resulted in several schools going into lockdown status. She said interviews are being conducted this week for the positions of Finance Director and Special Education Director. Ms. Hickman advised the dates of the upcoming high school graduations: May 28<sup>th</sup> at 5:30 pm for Summit High School; May 29<sup>th</sup> Coconino High School at 9:00 am and Flagstaff High School at 3:00 pm.

2. Curriculum and Instruction Report

Ms. Walton introduced Ryan Chee, Leupp Public School Principal, and Frank Garcia, Thomas Elementary School Principal. Ms. Walton, Mr. Chee and Mr. Garcia provided an update on those two schools after being named "focus" schools by the Arizona Department of Education. She read portions of the letters written to both schools by Jan Pender from the Arizona Department of Education after Ms. Pender's visit to the schools. Ms. Pender was very impressed with both schools' staff, students and programs.

Ms. Walton introduced Doug Allan, Career and Technical Education Director. Mr. Allan provided information about the Career and Technical Education (CTE) program. He distributed a copy of the 2014 Arizona Performance Measures Results District Level of Performance for the District and a list of 2014-15 CTE Programs. Mr. Allan introduced Flagstaff High School teacher Mike Rust. Mr. Rust reported on the recent competition for students in his welding program. Mr. Rust introduced FHS student Jacob Morrison, who won a gold medal and will compete at the national competition in Louisville, Kentucky in June. Jacob shared some of his experiences in class and at competitions. Mr. Allan said Mr. Rust is a finalist for the 2015 Coconino County Teacher of the Year.

Ms. Walton introduced Diana Shaum, Student Support Services Director. Ms. Walton and Ms. Shaum reported on the proposed restructure model for the Special Education Department for the 2015-16 school year. Ms. Walton said the restructuring is a result of the Futures review of, and recommendations for, changes to the special education department. The new model eliminates several positions at the Admin Center and there would be more site-based positions that can provide additional interventions and enrichments for students.

3. Finance and Budget Report (no report)

4. Operations and Support Services Report

Mr. Kuhn provided a PowerPoint presentation regarding security and construction projects in the District.

5. Human Resources Report (no report)

**GENERAL ADMINISTRATION: DISCUSSION/ACTION ITEMS**

1. Governing Board Policy Section H

Ms. Kozak called on the public for comment:

- Mitch Askew, history teacher at FHS – spoke about policy GBG and ACA; said both policies are necessary and address discrimination; spoke against the inclusion of *job type* and *external affiliation* in the proposed Policy H.
- Noah Hayes McKeirnan, special education teacher – said there is a 30 year agreement in place; asking for clarification on where to go to further this discussion; wants an agreement on half time release.
- Jeff Taylor, science teacher at FHS – spoke about how FUSD compares to other districts in the state in regards to education associations; said 18 out of 30 districts he compared have signed agreements with their associations.
- Tim Tomlinson, history teacher at FHS – spoke about agreements in general; mentioned agreements that the district signs on an annual basis like food services and rentals; thinks FEA aligns with board goals more than any other entity that the district has an agreement with; says 55 of 89 districts in Arizona have signed agreements with their local association.
- Joan Hughes, first grade teacher at Cromer – spoke about inclusion vs. exclusion; feels FEA supports the new system and has helped create that system; feels the new policy excludes FEA from some district discussions.
- Sarah Klause, 3<sup>rd</sup> grade teacher at PdH – reviewed results of a recent petition distributed by FEA; wants FEA to have one defined seat at the negotiation table in addition to the other elected seats; doesn't want a policy that would exclude FEA
- Derek Born, English teacher at CHS – spoke about release time; extends appreciation to Ms. Hickman for supporting his release time; feels the approach being considered is unstable; reviewed his current responsibilities as FEA president

Mr. Sauer introduced Stacie Zanzucchi, Coconino High School Principal and Section H subcommittee member. Ms. Zanzucchi reported on the process of reviewing and writing a new Policy H. She said it was a very collaborative and healthy process. The subcommittee is now working on reviewing and revising the regulations that support Policy Section H.

Mr. Sauer gave an overview of how the draft policy came about and described the make-up of the Policy H subcommittee. He reviewed the change made to the first read and said it is reflected in the draft presented tonight. Ms. Fredericks acknowledged everyone's efforts and said she feels this policy is what is needed now so the District can move forward.

Ms. Ells said the Board values FEA and she takes issue with the idea that the Board can only show support for FEA by giving them special rights. She said the Board also hears from teachers and other employees that are not FEA members. She hopes everyone knows that the Board honors and values FEA and honors and values teachers that are not FEA members. Ms. Ells said she believes this policy and regulation will be good for the District. She said the Board Members are FUSD Board Members; not FEA Board Members. Ms. Khatibi said she thinks the new policy provides a more inclusive process. Ms. Kozak said she has been accused of not supporting FEA or teachers. She said she is a teacher herself and is a member of AEA. She said her job is to support FUSD and she wants to make sure employees have a process in place to have their voices heard. Ms. Kozak wants to give this new policy a try and if it doesn't work, Board Members would be willing to look at the policy and process again. Mr. Kulpinski agreed with the comments of the others. Board Members indicated that they would like an update in approximately six months.

Mr. Kulpinski moved to approve the second reading of a new Policy H with the change of the word *encourages* to *expects* in the last sentence. Ms. Khatibi seconded; motion carried 5-0. (Ms. Fredericks participated by telephone on this item only.)

2. Mathematic Supplemental Resources

Ms. Walton introduced Jane Gaun, K-12 Mathematics Coordinator. Ms. Gaun summarized the review process and the information provided in the packet regarding supplemental resources for mathematics.

Mr. Kulpinski moved to approve the EngageNY supplemental math resources. Ms. Ells seconded; motion carried 4-0.

3. ADE Food Service Management Company Agreement Amendment

Mr. Kulpinski moved to approve the Food Service Management Company Agreement Amendment allowing the District to extend the contract with Southwest Foodservice Excellence for Fiscal Year 2016. Ms. Ells seconded; motion carried 4-0.

4. Job Description – Student Support Services Coordinator

5. Job Description – Multi-Tiered Systems of Support Specialist

Ms. Ells moved to approve the job descriptions for the positions of Student Support Services Coordinator and Multi-Tiered Systems of Support Specialist – Elementary Position. Ms. Khatibi seconded; motion carried 4-0.

6. Meeting Dates

No additional meeting dates were requested. Ms. Hickman asked Board Members to bring their calendars to the next meeting to determine a date in June for a Board Retreat.

**INFORMATION ITEMS**

1. Governing Board Members' Report

Board Members reported on meetings and events they recently attended. They complimented staff and students on how the recent school lockdowns were handled.

2. Future Agenda Items

3. Emergency Procurement – On Thursday, March 12, 2015, the Facilities department received a call that there was mold growing inside the wall of room 109 at South Beaver School. Tallpines Environmental was called in to remediate and disinfect the area.

**ADJOURNMENT OF REGULAR MEETING**

The meeting was adjourned at 7:35 pm.

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