

## OFFICIAL MINUTES

May 12, 2015

The Governing Board of the Flagstaff Unified School District Number One, Coconino County, Flagstaff, Arizona held two Public Hearings and a Regular Meeting on May 12, 2015 at the District Administrative Center, 3285 E. Sparrow Avenue, Flagstaff, Arizona.

### **PRELIMINARY**

1. Following a reception for retirees, Ms. Fredericks called the meeting to order at 5:31 pm.

2. Roll Call:

#### Board Members

Ms. Christine Fredericks, President

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. Kozak moved to adopt the agenda as submitted. Ms. Ells seconded; motion carried.

10 people signed the guest register

**PUBLIC HEARING**  
**ARS 15-905**  
**Revised 2014-15 Budget**

Ms. Fredericks declared the Public Hearing open at 5:33 pm to discuss the second revision of the annual expenditure budget for 2014 – 2015. Dr. Garland reviewed the recommended revisions to the budget for fiscal year 2015. There were no questions from Board Members or the public.

Mr. Kulpinski made a motion to close the Public Hearing at 5:38 pm. Ms. Ells seconded; motion carried.

**PUBLIC HEARING**  
**ARS 15-977**  
**Classroom Site Fund Performance Pay System – Prop 301 Plan**

Ms. Fredericks declared the Public Hearing open to discuss the proposed Classroom Site Fund Performance Pay System at 5:39 p.m. Ms. Walton reviewed the proposed Classroom Site Fund Performance Pay System – Prop 301 Plan for 2015-2016. Board questions were answered. There were no questions from the public.

Mr. Kulpinski moved to approve the Classroom Site Fund Performance Pay System – Prop 301 Plan for the 2015-16 school year. Ms. Ells seconded; motion carried.

Mr. Kulpinski made a motion to close the Public Hearing for the Classroom Site Fund Performance Pay System – Prop 301 Plan and open the Regular Meeting at 5:47 p.m. Ms. Ells seconded; motion carried.

**REGULAR MEETING**

**CALL TO THE PUBLIC**

- Matt Nichols, Sinagua Middle School Parent – is concerned about retention of teachers; thinks it's a challenge for a new teacher to live in Flagstaff on a beginning teacher's salary; wonders if raising class sizes could result in more pay for teachers; wants the Board to see if the community would support that.
- Aaron Green, DeMiguel Elementary School Parent – urged the Board to take some action to provide additional oversight of student support services; feels strongly that there are problems and urged the Board to put some checks in place to make sure things are getting done and are in compliance with federal law.

**CONSENT AGENDA**

The Consent Agenda included the following:

1. Minutes of the Special Meeting held on April 24, 2015

- 2. Minutes of the Worksession and Regular Meeting held on April 28, 2015
- 3. Minutes of the Executive Session for Legal Advice held on April 28, 2015
- 4. Payment Vouchers: AV330A15; AV407A15; AD413A15; AD420A15; AV423A15; AV421A15; AV415A15; AV413A15; AD422A15; AD415A15; 209; 210; 009 (Detailed information is available upon request.)
- 5. Resignations, appointments, retirements, releases from contract, leaves of absence and substitutes:

RESIGNATIONS, TERMINATIONS

Administration:

Certified:

Boettcher, Jennifer: Killip; First Grade Teacher; Effective June 30, 2015  
 Craft, Holly: SMS; Math Teacher; Effective June 30, 2015  
 Echols, Jennifer: Thomas; Kindergarten Teacher; Effective June 30, 2015  
 Kuzara, Ronald: SMS; Social Studies Teacher; Effective June 30, 2015  
 Leoni, Maureen: Sechrist; SPED Teacher; Effective June 30, 2015  
 Miller, Julie: Summit, Middle School Teacher; Effective June 30, 2015  
 Nyenhuis, Rachel: SMS; SPED Teacher; Effective June 30, 2015  
 Reger, Casey: Knoles; Third Grade Teacher; Effective June 30, 2015  
 Root, Erica: SMS; Math Teacher; Effective June 30, 2015

Classified:

Bales, Cyndi: Career Ladder; Secretary; Effective June 30, 2015  
 Beneke, Erin: Knoles; SPED Parapro; Effective April 28, 2015  
 Blackgoat, Lisa: Transportation; Bus Aide; Effective May 5, 2015  
 Borzilleri, Linda: DeMiguel; General Aide; Effective June 30, 2015  
 Brennan, Sharon: Kinsey; SPED Parapro; Effective May 28, 2015  
 Brown, Janie: Puente de Hozho; Bilingual Immersion Assistant; Effective March 30, 2015  
 Christian, Ashley: Leupp; Health Instructional Aide; Effective June 1, 2015  
 Dauphinais, Jessica: Killip; SPED Parapro; Effective April 24, 2015  
 Duron, Brenda: CHS; Attendance Clerk; Effective June 4, 2015  
 Elphis, Emelia: Kinsey; Crossing Guard; Effective May 8, 2015  
 Faust-Sweet, Valerie: Puente de Hozho; Health Instructional Aide; Effective June 30, 2015  
 Johnson, Carla: Kinsey/DeMiguel; Technician I; Effective June 30, 2015  
 McCaskie, Keely: MEMS; SPED Parapro; Effective April 28, 2015  
 Pennington, Jeremy: FHS; Team Leader TSW; Effective June 30, 2015  
 Perko, Shauna: DeMiguel; SPED Parapro; Effective June 30, 2015  
 Sedillo, Bea: Puente de Hozho; Attendance/Office Clerk; Effective May 28, 2015  
 Stewart, Khaxil: MEMS; Sports Official; Effective May 11, 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:

Terry-Gage, Susann: Director of Special Education/Student Support Services  
 1.0 FTE; Salary: (Administrative Grade 22/Final placement pending)  
 12 month calendar. Start Date: July 1, 2015  
 Walmer, Scott: Director of Finance; 1.0 FTE; Salary: \$90,387 (Administrative  
 Grade 22/Step 9); 12 month calendar. Start Date: July 1, 2015

Certified:

Classified:

Barbee, James: Transportation; Bus Driver; \$14.14/hour; 20 hours/week;  
 9 month calendar; Effective 4/24/2015

Jarchow, Leona: Educational Enrichment; Administrative Assistant; \$17.05/hour; 12 month calendar; Effective 6/15/2015

Most, Ethan: Marshall; Health Instructional Aide/Fit Kids; \$11.10/hour; 9 month calendar; Effective 8/6/2014

I.S.-Student Worker: CHS; 4 hours/week; \$.05/hour; Effective 5/30/2015

Coach/Other:  
Volunteers:

Johnson, Emily: FHS; TIA Program

McCarron, Christopher: CHS; JV Football Coach

Taylor, Brian: CHS; Football Coach

Temporary/Other:  
Breedlove, Samuel: Camp Colton; Environmental Education Instructor; \$96.72/day; Effective 5/4/2015

Carroll, Everett: Camp Colton; Environmental Education Instructor; \$96.72/day; Effective 5/4/2015

Del Villar, Elida: Educational Enrichment; Kindercamp Instructional Assistant; \$10.17/hour; Effective 5/2/2015

Despain, Michelle: Educational Enrichment; Kindercamp Teacher; \$3,450; Effective 5/2/2015

Kronick, David: Camp Colton; Cook; \$148.72/day; Effective 5/4/2015

Laughlin, Cassandra: Educational Enrichment; Kindercamp Teacher; \$3,450; Effective 5/2/2015

Stahn, Diana: Educational Enrichment; Kindercamp Instructional Assistant; \$10.17/hour; Effective 5/2/2015

**RETIREMENT**

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

**Administrative:**

**Certified:**

Fosberg, Donna: Thomas; 4th Grade Teacher; Effective 6/30/2015; Will not participate in the phased retirement program.

Lyle, Tom: PE Teacher/Athletic Trainer; Effective 12/3/2015 through 6/30/2016; Will participate in the phased retirement program.

Sonny, Sharine: Thomas; School Nurse; Effective 5/28/2015; Will not participate in the phased retirement program.

**Classified:**

Miller, Christine: Puente de Hozho; SPED Parapro/Preschool; Effective 9/4/2015

**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**

**SUBSTITUTE TEACHERS:** Aubrey Davis; Siera Smyth; Leah Campbell; Angela Waltner; Ashley Williams; Bobotte Thurber; Catherine Massalha; Melis Arik; Joan McGlamery; Taylor Miller; Heather Windham

**SUBAIDE:** Giovanna Fotino; Madison Cox; Eva Hanson; Isabel Cancio; Camille Hancock

Mr. Kulpinski moved to approve the Consent Agenda as submitted. Ms. Kozak seconded; motion carried 5-0.

**STUDENT TRAVEL**

1. Sinagua Middle School to the National History Day 2015 Nationals Contest in Washington, DC on June 12 – 20, 2015

Mr. Kulpinski moved to approve Student Travel as submitted. Ms. Kozak seconded; motion carried 5-0.

**PRESENTATIONS**

1. Northland Free Tax Assistance – Michelle Powers and Tom Broderick reported on their free tax service program for community members and acknowledged the District's support, which helps them offer this quality service in locations convenient to the people that will use and benefit from the program.

2. Superintendent's Report

Representatives from Kinsey Elementary School presented information on the Kinsey Inquiry and Discovery School (K.I.D.S.) placed-based education model they plan to implement next year. Ms. Hickman, Mr. Sauer and a member of the Policy H Subcommittee provided an update on the committee's progress on creating regulations in support of Policy H. Ms. Hickman reported on current events throughout the District.

3. Curriculum and Instruction Report (no report)
4. Finance and Budget Report (no report)
5. Operations and Support Services Report

Mr. Kuhn reviewed employee benefits for fiscal year 2016, including health, dental, vision and life insurance offered through the Northern Arizona Public Employees Benefit Trust (NAPEBT).

6. Human Resources Report

Mr. Sauer provided a staffing update for this school year and reviewed the staffing model for the 2015-16 school year.

**GENERAL ADMINISTRATION: DISCUSSION/ACTION ITEMS**

1. Revision #2 of District Annual Expenditure Budget

Mr. Kulpinski moved to approve Revision #2 of the District Annual Expenditure Budget for fiscal year 2015. Ms. Kozak seconded; motion carried.

2. FY2016 Budget Statement

Ms. Ells moved to approve the Statement concerning the Fiscal Year 2016 Expenditure Budget and plan to accommodate the state District Additional Assistance reductions; the amount of spending in classrooms of the District; and to approve guidelines on budget increases, expenditures and adjustments for constructing the FY 2016 Budget. Ms. Khatibi seconded; motion carried 5-0.

3. Bond Sales and Capital Spending Plan

Mr. Kulpinski moved to approve selling the remaining \$10,190,000 of bonds from the 2012 election in February 2017 and to approve the general plan for capital spending for fiscal years 2016-2020. Ms. Ells seconded; motion carried 5-0.

4. IGA with Coconino County Superintendent of Schools

Ms. Ells moved to approve the intergovernmental agreement with the Coconino County Superintendent of Schools for the provision of contracted specified educational services. Mr. Kulpinski seconded; motion carried.

5. Notice of Contract Termination

Ms. Fredericks called on the public for comment:

- Dani Lawrence – reviewed her requests for assistance in receiving services for her son; said it is time for FUSD to do better

Mr. Kulpinski moved to approve to exercise the provision for termination of the contract with the Arizona School for the Deaf and Blind, North Central Regional Cooperative and authorize the Superintendent to deliver notice of the same. Ms. Ells seconded; motion carried 5-0.

6. Authorization to Issue Contracts

Mr. Sauer said Superintendent Hickman's name should not be on the list of contracts as the Board will issue that contract.

Mr. Kulpinski moved to authorize issuance of contracts to Administrative Certified and Classified Staff; Certified Employees; Student Support Professionals; Speech Pathologists; STARS and Intercession Coordinator; Psychologists; Nurses; and Native American Academic Advisors as amended by Mr. Sauer. Ms. Kozak seconded 5-0.

7. 2015-16 Compensation Increase Plan

Ms. Kozak moved to approve the 2015-16 Compensation Increase Plan as presented. Mr. Kulpinski seconded; motion carried 5-0.

8. Job Description – Program Specialist, Secondary

Ms. Kozak moved to approve the job description for the position of Program Specialist, Secondary. Ms. Ells seconded; motion carried 5-0.

9. Student School Fees for the 2015-16 School Year

In response to Mr. Kulpinski’s request, Mr. Kuhn reviewed what the local charter schools are charging for annual fees.

Mr. Kulpinski moved to approve Student School Fees for the 2015-16 school year. Ms. Kozak seconded; motion carried 5-0.

10. ASBA Summer Leadership Institute

Mr. Kulpinski moved to approve Board and Administration attendance at the Arizona School Boards Association Summer Leadership Institute June 11-13, 2015 in Flagstaff. Ms. Ells seconded; motion carried 5-0.

11. Meeting Dates

Ms. Kozak moved to approve the addition of a Board Retreat on June 30, 2015 at 4:00 pm. Ms. Ells seconded; motion carried 5-0.

**INFORMATION ITEMS**

1. Governing Board Members’ Report

- Ms. Ells reported on her meeting with Representative Bob Thorpe.

2. Future Agenda Items

**ADJOURNMENT OF REGULAR MEETING**

The meeting was adjourned at 8:43 pm.

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Signature Date

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