Agenda

AGENDA

FLAGSTAFF UNIFIED SCHOOL DISTRICT NUMBER ONE District Administrative Center - 3285 E. Sparrow Avenue - Flagstaff, Arizona Notice of Meeting of the Governing Board August 8, 2017 Executive Sessions - 4:00 pm Regular Meeting - 5:30 pm

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Governing Board and to the general public that the Governing Board of the Flagstaff Unified School District Number One will hold a Board Meeting, which will be open to the public. Pursuant to A.R.S. § 38-431.03(A)(3), the Flagstaff Unified School District Number One Governing Board may vote to go into Executive Session, which will not be open to the public, to get legal advice from the District's attorneys. The District's Attorney may appear telephonically. The Governing Board may consider any item on this agenda in any order and at any time during the meeting. Pursuant to A.R.S. § 38-431.4, members of the Governing Board may participate via speakerphone or other technological devices.

EXECUTIVE SESSION

Discussion and possible action regarding discipline, up to and including termination, of District employee Karen Hughes. The Governing Board may vote to convene in executive session, which will not be open to the public, pursuant to A.R.S. §38-431.03(A)(1) for a discussion of personnel matters. The Governing Board may also vote to convene in executive session, which will not be open to the public, pursuant to A.R.S. §38-431.03(A)(3) for legal advice. The District's Attorney may appear in person or telephonically.

The Governing Board may vote to convene in executive session, which will not be open to the public, pursuant to pursuant to A.R.S. §38-431.03(A)(3) and (4) for discussion or consultation with its attorney(s) for legal advice and/or in order to consider its position and instruct its attorneys regarding its position regarding an administrative hearing matter (18C-001-ADE) that is in pending litigation and/or in settlement discussions in order to avoid or resolve litigation. The Governing Board's attorney(s) may appear in person or telephonically.

PRELIMINARY

- Call to Order 1.
- 2. Moment of Silence
- 3. Pledge of Allegiance
- 4. Roll Call:

Board Members

Ms. Kara Kelty, Clerk

Dr. Carol Haden, Member Dr. Carole Gilmore, Member

Ms. Kathryn Kozak, Member

Administration

Ms. Christine Fredericks, President Mr. Michael A. Penca, Superintendent

Ms. Mary K. Walton, Assistant Superintendent

Mr. Robert Kuhn, Assistant Superintendent

Mr. Scott Walmer, Director of Finance

Ms. Dawn Anderson, Director of Human Resources

Ms. Karin Eberhard, District Relations Coordinator

Ms. Kim Branges, Executive Assistant

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- 5. <u>Reorder Agenda</u> At the Governing Board's discretion, the agenda may be reordered to accommodate guests who are present to address specific agenda items.
- 6. Agenda Adoption of the agenda with addenda items, as submitted, is recommended.

Members of the Board may not discuss items that are not specifically identified on the agenda. Additional information about agenda items can be found on the district website at www.fusd1.org or by contacting the Superintendent's office at 928-527-6002.

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting the Superintendent's office at 928-527-6002. Requests should be made as early as possible to arrange the accommodation.

FLAGSTAFF UNIFIED SCHOOL DISTRICT

Statement of Mission, Vision, Values and Goals

Mission Statement:

Creating opportunities for you to discover your path to excellence.

Vision Statement:

The premiere educational choice for the greater Flagstaff community.

Values:

We value:

- Innovation, by leading the way into the uncertain realm of opportunity.
- High standards with high expectations, supported by shared accountability.
- The diversity of our people, our programs and the accessibility to them.
- Our community and being intentional stewards of the relationships within.
- Inclusivity of all, by ensuring a safe and nurturing environment.

Goals:

- 1) Maintain and Improve Comprehensive Student Opportunities and Services
- 2) Recruit and Retain Highly Qualified, Motivated, and Excelling Staff
- 3) Improve Student Preparedness and Mastery
- 4) Research and Create Desirable and Relevant Educational Opportunities and Services
- 5) Increase Public Engagement and Support for FUSD
- 6) Develop Diversified Partnerships and Revenue Opportunities

<u>CALL TO THE PUBLIC</u> – Any person wishing to address the Board on any issue within the jurisdiction of the Board will be granted time to make a presentation at the discretion of the presiding chairperson. Pursuant to A.R.S. § 38-431.01(H), at the conclusion of an open call to the public, Board Members may respond to any criticism, may ask staff to review a matter, or may ask that a matter be put on a future agenda. Members of the Board will not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action. Individual remarks may be limited to three minutes.

CONSENT AGENDA

- 1. Approval of Minutes of the Regular Meeting held on July 11, 2017
- 2. Approval of Minutes of the Special Meeting held on July 18, 2017
- 3. Approval of Vouchers: AD626A17; AD619A17; DS626A17; DS629A17; DS620A17; DS621A17; AD622A17; AD628A17; 012; 013 (Detailed information is available upon request)
- 4. Acceptance of Monetary Donations:

Brenda Wilson \$25.00 Hopi and Navajo Language Leupp School

Clara Schmacht \$10.00 Hopi and Navajo Language Leupp School

Clara Schmacht \$25.00 Hopi and Navajo Language Leupp School

Diana and Louwood Saganey \$25.00 Hopi and Navajo Language Leupp School

Wildine Rodriguez \$25.00 Hopi and Navajo Language Leupp School

Carol and Herbert Harvey \$25.00 Hopi and Navajo Language Leupp School

Tim and Colleen Ellenberger \$35.00 Hopi and Navajo Language Leupp School

April Kinlicheenie \$25.00 Hopi and Navajo Language Leupp School

S. S. Fuller \$25.00 Hopi and Navajo Language Leupp School

Home Team Marketing, LLC \$800.00 Athletics Coconino High School

Coconino Community College \$400.02 Curt Craig Stipend Mount Elden Middle School (MEMS)

Coconino Community College \$92.00 Transportation and Substitute Teachers MEMS

Coconino Community College \$4,747.00 Transportation and Substitute Teachers MEMS

Coconino Community College \$399.98 Jill Worssam Stipend Sinagua Middle School (SMS)

Coconino Community College \$1,253.00 Transportation and Substitute Teachers SMS

Friends of Camp Colton \$5,489.69 Executive Director Benefits Camp Colton

Friends of Camp Colton \$56,656.21 Cabin Construction Camp Colton

United Way of Northern Arizona \$110,856.97 KinderCamp Educational Enrichment Dept.

- 5. Acceptance of Gifts and Donations: One Edugear Mobilab Charging Cart valued at \$949.00 from the DeMiguel PTO to be used at DeMiguel Elementary School
- 6. Approval of Annual Professional Memberships for Superintendent Michael A. Penca in Arizona School Administrators (\$395.00) and American Association of School Administrators (\$450.00)
- 7. Approval of Reimbursement for Moving Expenses in the amount of \$4,920.31 for Superintendent Michael A. Penca

- 8. Approval of Authorized Signers on Bank Accounts
- 9. Approval of resignations, nonrenewals, appointments, retirements, releases of contract, leaves of absence and substitutes:

RESIGNATIONS, TERMINATIONS

Administration:

Certified:

Brancati, Ryan MEMS; P.E. Fit Kids Instructor; Effective June 30, 2017 Casados, Leah Coconino High School; Math; Effective August 15, 2017

Connors; Emily Knoles Elementary School; Kindergarten; Effective June 30, 2017

Licensed Professionals:

Morse, Jill District Wide; Speech Pathologist; Effective June 30, 2017

Classified:

Ares, Melissa Marshall Elementary; SE Parapro; Effective June 30, 2017 Athey, Terri Flagstaff High School; Eagles Crest Caregiver; Effective

May 31, 2017

Barber, Draven
Blackwell, Kalie
Bolerjack, Megan
Buckley, Janielle
Burrell, Tina
Flagstaff High School; Eagles Crest Caregiver; Effective May 2, 2017
Educational Enrichment; FACTS Caregiver; Effective July 28, 2017
Cromer Elementary School; Kindergarten Aide; Effective June 30, 2017
Coconino High School; Attendance Secretary; Effective June 9, 2017

Christenson, Shryl Flagstaff High School; SE Parapro; Effective June 30, 2017

Cooper, Lindsey Educational Enrichment; Instructional Aide; Effective June 1. 2017

DeWitt-Dunn, Sara: Sinagua MS; SE Parapro; Effective June 30, 2017

Dixon, Carly Flagstaff High School; Eagles Crest; Effective June 30, 2017
Hintz, Tarrah DeMiguel Elementary School; SE Parapro; Effective June 30, 2017

Hockensmith, Cassandra Marshall; Paraprofessional; Effective June 30, 2017
Hustead, Heather DeMiguel Elementary School; Caregiver; Effective July 10, 2017
Kugler, Gina Coconino High School; School to Work; Effective July 28, 2017
Marshall, Karen Flagstaff High School; SE Parapro; Effective June 30, 2017

Marshall, Karen Flagstaff High School; SE Parapro; Effective June 30, 2017

Mathisen, Maren Camp Colton; Effective June 30, 2017

Mitchell, Donna Flagstaff High School; SE Parapro; Effective June 2, 2017 Montes DeOca, Paulina Killip Elementary School; SE Parapro; Effective June 30, 2017

Pavlikowski, Mary Sinagua Middle School; Little Ropers Sub Caregiver; Effective June 27, 2017

Poulios, Alexa Flagstaff High School; Eagles Crest; Effective June 30, 2017 Ruiz, Ariana Flagstaff High School; Eagles Crest; Effective May 31, 2017 Ramirez, Mayra Killip Elementary School; SE Parapro; Effective June 27, 2017

Schaeffer, Aimee DeMiguel; SE Parapro; Effective June 30, 2017

Sharpe, Kami Flagstaff High School; Eagles Crest Substitute Caregiver;

Effective May 28, 2017

Wilkes, Lastenia Administrative Center; Payroll Clerk; Effective July 6, 2017

Other:

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:

Licensed Professionals:

Firth, Lynn: Exceptional Student Services (MEMS/Knoles); Speech Language

Pathologist; 1.0 FTE; Effective 8/8/2017

Pinet, Alesha District Wide; School Psychologist; 1.0 FTE; \$59,690; Effective

August 8, 2017; 9 month calendar

Rice, Kara District Wide; occupational Therapist; .60 FTE; \$50,692; Effective

August 8, 2017; 9 month calendar

Certified:

Alvillar, Frank Flagstaff High School; Social Studies World/US History; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Ash, Heidi MEMS; PE/Health Teacher; 1.0 FTE; \$35,221; Effective

August 2, 2017; 9 month calendar

Auble, Cristy Flagstaff High School; Business; .8 FTE; \$27,896;

Effective August 2, 2017; 9 month calendar

Barraza, Geraldine Knoles; 3rd Grade Teacher; 1.0 FTE; \$41,421; Effective August 2, 2017; 9

month calendar

Bryson, Molly: Cromer; Special Education Resource Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Cathey, Michelle Summit High School; Teacher TAPP; 1.0 FTE; \$42,171; Effective August 2,

2017; 9 month calendar

Chaira, Christina Sechrist Elementary School; SE Preschool; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Coddington, Mandy Thomas Elementary School; Grade TBD; 1.0 FTE; \$36,505; Effective August

7, 2017; 9 month calendar

Corcoran, John: FHS; Math Teacher (College Math); .4 FTE; \$18,128; Effective

August 8, 2017; 9 month calendar

Craig, Jennifer Leupp Elementary School; 2nd Grade Teacher; 1.0FTE; \$36,971; Effective

July 12, 2017; 9 month calendar

De la Rosa-John, Michele Killip Elementary School; SEI Teacher Grades 3-5; 1.0 FTE; \$40,721;

Effective July 12, 2017; 9 month calendar

Denslaw, Rachel Knoles Elementary School; Special Education Teacher Beacon; 1.0 FTE;

\$34,871; Effective August 2, 2017; 9 month calendar

Fernandez, Ramon Flagstaff High School; English Teacher; 1.0 FTE; \$34,871; Effective August

2, 2017; 9 month calendar

Friend, Christine Knoles; 2nd Grade Teacher; 1.0 FTE; \$36,971; Effective

August 2, 2017; 9 month calendar

Gemetta, Jeremy Coconino High School; Digital Media Teacher; 1.0 FTE; \$42,521; Effective

August 2, 2017; 9 month calendar

Gibson, Krista: PDH Language Academy @ Sinagua MS;6th/7th Grade English and Math

Teacher; 1.0 FTE; \$38671; Effective August 2, 2017; 9 month calendar

Hashimoto, Alisha Knoles; 5th Grade Teacher (ELA/Math); 1.0 FTE; Balance of the year;

Effective August 8, 2017; 9 month calendar

Henderson, Clayton Coconino High School; Geometry Teacher; 1.0 FTE; \$35,871; Effective

August 2, 2017; 9 month calendar

Hester, Sarah Summit High School; Special Education/Transitions School To

Work; 1.0 FTE; \$38,285 (2016-17 salary. Will be revised to reflect 2017-18

salary increase); Effective August 8, 2017; 9 month calendar

Hyman, Phetkadai Killip Elementary School; 4th Grade Teacher; 1.0 FTE; \$34,871; Effective

July 12, 2017; 9 month calendar

Johnson, Valli Killip Elementary School; Special Education Teacher-Resource; 1.0 FTE;

\$24,871; Effective July 12, 2017; 9 month calendar

Kallister, Jennifer Sinagua Middle School; SEI Teacher; 1.0 FTE; \$40,971; Effective August 2,

2017; 9 month calendar

Kasch, Russell Marshall Elementary School; Instructional Specialist; 1.0 FTE; \$45,321;

Effective August 2, 2017; 9 month calendar

Keller, Angela Puente De Hozho; 4th/5th Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Keller, Kaitlyn Cromer Elementary School; 1st Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Kugler, Gina CHS; SPED Teacher (Anchor Program); 1.0 FTE; \$35,175; Effective

August 2, 2017; 9 month calendar

Lewis, Emily Sinagua Middle School; Spanish Teacher (.8 FTE) and Teacher on

Assignment (.2 FTE); 1.0 FTE; \$37,471; Effective August 2, 2017; 9 month

employee

Long, Kristi Coconino High School; Dance Teacher; .2 FTE; \$8,383.20; Effective August

8, 2017; 9 month calendar

Lyle, Janice MEMS; 7th-8th Grade Math Teacher; 1.0 FTE; \$34,871; Effective August 2,

2017; 9 month employee

Lyle, Thomas FHS; Sports Medicine Instructor; .2 FTE; \$8,461 (2016-17 salary. Will be

revised to reflect 2017-18 salary increase); Effective August 8, 2017; 9

month calendar

McCord, Cameron Killip Elementary School; 3rd Grade Teacher; 1.0 FTE; \$41,421; Effective

July 12, 2017; 9 month calendar

Managhan, Casey DeMiguel Elementary School; 1st Grade Teacher; 1.0 FTE; \$35,571;

Effective August 2, 2017; 9 month calendar

Marshall, Catherine Flagstaff High School; Culinary Arts Teacher; 1.0 FTE; \$35,221; Effective

August 2, 2017; 9 month calendar

Maury, Caitlin Kinsey Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Merriman; Rachel DeMiguel Elementary School; Kindergarten Teacher; 1.0 FTE; \$36,621;

Effective August 2, 2017; 9 month calendar

Millos, Sarah Marshall Elementary School; SEI 4th-5th Grade Teacher; 1.0 FTE; \$39,071;

Effective August 2, 2017; 9 month calendar

Morales, Jordan Kinsey Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Morton, Jeff Sechrist Elementary School' Program Specialist Elementary: .5 FTE;

\$20,372; Effective August 2, 2017; 9 month calendar

Mushro, Sara Sinagua Middle School; Special Education Resource Teacher; 1.0 FTE;

\$38,471; Effective August 2, 2017; 9 month calendar

Naylor, Kelsi Sinagua Middle School; 7th Grade Math and Social Studies; 1.0 FTE;

\$35,571; Effective August 2, 2017; 9 month calendar

Nie, Laura Sechrist Elementary School; Special Education (Behavior and Support); 1.0

FTE; \$38,421; Effective August 2, 2017; 9 month calendar

Norcutt, Abby Sechrist Elementary School; 2nd Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Patty, Karen Thomas Elementary School; Technology Teacher (Integration Coach)

.5 FTE; \$20,924.50; Effective August 8, 2017; 9 month calendar

Penca, Kristine Sinagua Middle School; 7th Grade Science/Engineering Teacher; 1.0 FTE;

\$38,371; Effective August 2, 2017; 9 month calendar

Rosensweet, Laura Coconino High School; Algebra II Teacher; 1.0 FTE; \$39,071; Effective

August 2, 2017: 9 month calendar

Sampson, Sydnie Program Specialist/Special Education Resource Teacher; 1.0 FTE; \$34,655

(2016-17 salary. Will be revised to reflect 2017-18 salary increase);

Effective August 8, 2017; 9 month calendar

Serverian, Raymond Summit High School; Science Teacher; 1.0 FTE; \$35,121; Effective August 2,

2017; 9 month calendar

Schwerzel, Andrew CHS; Band/Orchestra/Guitar Teacher; 1.0 FTE; \$38,171; Effective

August 2, 2017; 9 month calendar

Shaffer, Sonja Sechrist Elementary School; 1st Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Sheppard, Victoria DeMiguel Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

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Shove, Casey Coconino High School; PE/Health Teacher; 1.0 FTE; \$38,721; Effective

August 2, 2017; 9 month calendar

Solarte Soto, Francy CHS; Spanish Teacher; 1.0 FTE; \$38071; Effective August 2, 2017;

9 month calendar

Stevens, Lily Coconino High School; 11th & 12th Grade English Teacher; 1.0 FTE;

\$40,621; Effective August 2, 2017; 9 month calendar

Stott, Jessica: Kinsey Elementary School; Special Education Teacher-Specialized Program-

Transition to Kindergarten; 1.0 FTE; \$34,871; Effective August 2, 2017; 9

month calendar

Todacheenie, TherronSinagua Middle School; 7th Grade Math Teacher; 1.0 FTE; \$35,921;

Effective August 2, 2017; 9 month calendar

Vezeau, Morgan MEMS; Special Education Resource Teacher (English); 1.0 FTE; \$35,221;

Effective August 2, 2017; 9 month calendar

Wade, Brian Sinagua Middle School; Social Studies Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Wagner Bosley, Janis Leupp; Kindergarten Teacher; 1.0 FTE; \$43,671; Effective

July 12, 2017

Will, Vrendi Cromer Elementary School; 4th Grade Teacher; 1.0 FTE; \$37,821; Effective

August 2, 2017; 9 month calendar

Wood, Katie Sinagua Middle School; 6th Grade Social Studies Teacher; 1.0 FTE; \$39271;

Effective August 2, 2017; 9 month calendar

Woodruff, Kelly Coconino High School; Art Teacher (Sculpture and Ceramics); 1.0 FTE;

\$34,871; Effective August 2, 2017; 9 month calendar

Worthington, Eva: Sechrist Elementary School; Instructional Specialist; 1.0 FTE; \$41,521;

Effective August 2, 2017; 9 month calendar

Yeager, Sarah Cromer; Instructional Specialist; 1.0 FTE; \$36,071; Effective

August 2, 2017; 9 month calendar

Classified:

Amos, Hailey Administrative Center; Assessment Systems Assistant; \$15.95/hour

27.5 hours/week; Effective July 20, 2017; 12 month calendar

Andrews, Carmen Sinagua Middle School; Special Education Paraprofessional; \$11.81/hour;

31.75 hours/week; Effective August 10, 2017; 9 month Calendar

Bailey, Joni Marshall Elementary; General Aide Clerical/Lunch Duty;

\$11.36/hour; 17.5 hours/week; Effective August 10, 2017; 9 month

Calendar

Blair, Kira Coconino High School; Counseling Secretary; \$12.39/hour;

35 hours/week; Effective July 31, 2017; 10 month position

Boyer, Chad Flagstaff High School; Special Education Paraprofessional;

\$11.84/hour; 31.75 hours/week; Effective August 10, 2017; 9 month

Calendar

Calahan, Sarah Coconino High School; Bookkeeper; \$12.99/hour; 40 hours/week;

Effective July 31, 2017; 12 month calendar

Charley, Heather Marshall Elementary School; Special Education Paraprofessional;

\$11.81/hour; 30.75 hours/week; Effective August 10, 2017; 9 month

calendar

Covarrubiaz, Maria Knoles; Special Education Paraprofessional; \$14.27/hour; 30.75

hours/week; Effective August 10, 2017; 9 month calendar

Czachowski, MargaretCoconino High School; Attendance Secretary; \$12.97/hour; 40

hours/week; Effective July 31, 2017; 10 month calendar

Delgadillo, Jim Sinagua Middle School; Special Education Parapro; \$12.39/hour;

31.75 hours/week; Effective August 10, 2017; 9 month calendar Puente deHozho; Health Instructional Aide/FIT Kids; \$11.81/hour;

Greenberg, Elena Puente deHozho; Health Instructional Aide/FIT Kids; \$11.81/hou 36 hours/week; Effective August 10, 2017; 9 month calendar

Hice, Bryanna Kinsey Elementary School; Technology Assistant Aide; \$12.99/hour;

35 hours/week; Effective August 10, 2017; 9 month calendar

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Largo, Tina Leupp Elementary School; Health Instructional Aide/FIT Kids; \$16.06/hour;

40 hours/week; Effective August 10, 2017; 10 month calendar

Marandola, Diane Sinagua Middle School; Special Education Paraprofessional; \$11.84/hour;

31.75 hours/week; Effective August 10. 2017; 9 month Calendar

May, Cheryl Killip; Special Education Paraprofessional; \$11.84/hour; 30.75 hours/week;

Effective July 19, 2017; 9 month calendar

Mitchell, Heather District Wide; Special Education Clerical-Preschool Evaluation Team;

\$12.10/hour; 32.5 hours/week; Effective August 10, 2017; 9 month

Calendar

Rossi, Ann Kinsey Elementary School; Library Media Assistant; \$11.84/hour; 35

25 hours/week; Effective July 31, 2017; 10 month calendar

Ryan, Julie Sinagua Middle School; Instructional Assistant Little Ropers; \$11.36/hour;

40 hours/week; Effective August 10, 2017; 9 month Calendar

Stefani, Paula District Wide; Enrichment Skills Trainer; \$27.50/hour; 20

hours/week; Effective August 1, 2017; Temp

Strange, James Maintenance; Facilities Low Voltage Specialist; \$17.67/hour;

40 hours/week; Effective July 31, 2017; 12 month calendar

Warren, Serena Leupp Elementary School; Instructional Aide Preschool \$10.83/hour;

35 hours/week; Effective July 19, 2017; 9 month calendar

Watson, Robert District Wide; Speech Language Pathology-Assistant; \$15.95/hour;

15 hours/week; Effective August 10, 2017; 9 month calendar

Williams; Stella Sinagua Middle School; Special Education Paraprofessional;

\$11.81/hour; 31.75 hours/week; Effective August 10, 2017; 9 month

Calendar

Woods, Melissa Sinagua Middle School; Special Education Parapro; \$11.30/hour;

31.75 hours/week; Effective August 10, 2017; 9 month calendar

Student Workers:

Camp Colton:

Enrichment Skills Trainers:

Returning Retirees (Temp Positions):

Coach/Sports Officials/Sports Event Workers:

Temporary Assignment:

Volunteers:

Mercer, Kathryn

Flagstaff High School; Volunteer; Athletic Training

Other:

RETIREMENT

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

Administrative:

Certified:

McCamley, Susan Thomas; Music Teacher; Effective July 17, 2017; Plans to participate in

Phased Retirement

Classified:

Chairez, Raul Facility Services/Maintenance; Custodian; Effective August 31, 2017;

Will not participate in Phased Retirement

Chee, Bella Facility Services/Maintenance; Sub Custodian; Effective July 24, 2017;

Will not participate in Phased Retirement

Mase, Ella Coconino High School/Sinagua MS; Home School Coordinator; Effective

June 30, 2017; Plans to participate in Phased Retirement

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:

Soifer, Jessica Knoles Elementary School; Art Teacher; Effective June 30, 2017

Classified:

QUALIFIED EVALUATORS: SUBSTITUTES NEW HIRES

SUBSTITUTE TEACHERS: Mercedes Gonzalez-Whitney; Andrew Wollman; Martha Guerra-Carroll;

Shelly Henley; Jill Pressman; Brendan Personale

SUB AIDES: Stella Carr

STUDENT TRAVEL

1. Flagstaff High School Cross Country Team to the Nike Cross Country Meet in Portland, Oregon on September 29 – October 1, 2017

PRESENTATIONS

- 1. <u>Proposed Contract Amendment</u> This will be a review of a draft Contract Amendment to the Regional Cooperative Agreement with The Arizona State Schools for the Deaf and Blind for educational services for students with hearing or visual disabilities. (M. Penca)
- 2. <u>Superintendent's Report</u> (M. Penca)
 - a. Current Events
- 3. FUSD Highlights (K. Eberhard)
 - a. CocoNuts Report on Trip to Washington, DC
 - b. Website Update
 - c. Current Events
- 4. <u>Curriculum and Instruction Report</u> (M. Walton)
 - a. Student Policies and Processes related to Bullying/Harassment
 - b. Data Presentation of AZMerit
 - c. Memorandum of Understanding with Willow Bend
 - d. Current Events
- 5. Finance and Budget Report (S. Walmer)
 - a. FUSD Property Tax Rate Summary for the 2017-2018 School Year
 - b. Signing of Vouchers
 - c. Current Events

- 6. Operations and Support Services Report (B. Kuhn)
 - a. iPads for Elementary Refresh Phase II
 - b. Summer Food Service Program
 - c. Reaffirmation (Approval) of Indian Education Policies and Procedure
 - d. Construction Update
 - e. Update on Flagstaff High School Welding Shop Remodel Project and Contract
- 7. Human Resources Report (D. Anderson)
 - a. Hiring and Pay Practices
 - b. Changes from the Arizona Department of Education Related to Certification Requirements
 - c. Coach and Club Stipend Schedule
- 8. <u>Governing Board Members' Report</u>
 - a. Current Events

GENERAL ADMINISTRATION: DISCUSSION/ACTION ITEMS

- New Positions Discussion and possible action regarding the proposed job descriptions and creation of STEM Project Coordinator and STEAM Consultant positions at Kinsey. (D. Anderson)
- 2. <u>Hearing Officer</u> Discussion and possible action regarding appointment of Derald Cox as the district's hearing officer and Tom McMillian and The Trust as the alternate hearing officers for student hearings conducted during the 2017 18 school year. (M. Penca)
- 3. <u>Coach and Club Stipends</u> Discussion and possible action regarding payment of stipends to coaches for the 2017-18 school year. (D. Anderson)
- 4. <u>Air Conditioning</u> Discussion and possible action regarding installation of air conditioning in four classrooms at DeMiguel Elementary School. (B. Kuhn)
- 5. <u>ASBA Delegate Assembly</u> Discussion and possible action regarding appointment of a Board Member as Delegate and Alternate at the Arizona School Boards Association Annual Delegate Assembly and instruction to the Delegate as to the Board's direction in voting at the Delegate Assembly in Phoenix on September 9, 2017. (C. Fredericks)
- 6. <u>Student Representation</u> Discussion and possible action regarding a process for students to voice their concerns, opinions and solutions to the Governing Board. (C. Fredericks)
- 7. <u>Meeting Dates</u> The Board may approve additional meeting dates, may reschedule and/or cancel previously scheduled meetings. (C. Fredericks)

INFORMATION ITEMS

1. <u>Future Agenda Items</u> – The Governing Board may identify items they would like placed on a future agenda.

EXECUTIVE SESSION

1. Pursuant to A.R.S. § 38-431.03(A)(3), the Board may vote to hold an executive session, which will not be open to the public, for the purpose of obtaining legal advice from the Board's attorney on any matter listed on the agenda. This may be conducted by speakerphone.

Pursuant to A.R.S. § 38-431.03(C) all are reminded that minutes of or discussions made at executive sessions are confidential by law and that violations of that confidentiality may subject the individuals involved to such penalties as are prescribed by law, including fines, costs, attorneys' fees and removal from office.

ADJOURNMENT OF PUBLIC MEETING

^{*}Instructions Regarding Confidentiality:

Executive Session

Preliminary

Call to the Public

Consent Agenda

August 8, 2017

OFFICIAL MINUTES

July 11, 2017

A public meeting of the Flagstaff Unified School District Governing Board was convened on July 11, 2017 at the District Administrative Center, 3285 E. Sparrow Avenue, Flagstaff, Arizona.

PRELIMINARY

Ms. Fredericks called the meeting to order at 5:30 pm. This was followed by a Moment of Silence and the Pledge of Allegiance.

Roll Call:

Board Member

Ms. Christine Fredericks, President

Ms. Kara Kelty, Clerk

Dr. Carole Gilmore, Member Dr. Carol Haden, Member Ms. Kathryn Kozak, Member

Administrative Staff

Mr. Michael Penca, Superintendent

Ms. Mary K. Walton, Assistant Superintendent

Absent Mr. Robert Kuhn, Assistant Superintendent

Mr. Scott Walmer, Director of Finance

Ms. Dawn Anderson, Director of Human Resources

Absent Ms. Karin Eberhard, District Relations Coordinator

Ms. Kim Branges, Executive Assistant

There were no requests to reorder the agenda.

Ms. Fredericks moved to adopt the agenda as submitted. Ms. Kozak seconded; motion carried 5-0.

14 people signed the guest register

CALL TO THE PUBLIC

Ms. Fredericks called on the public for comment:

• Onida Perkel: is a Volunteer for Save our Schools and is gathering signatures on petitions and seeking to refer SB1431 to the voters of Arizona in 2018.

CONSENT AGENDA

The Consent Agenda included the following:

1. Minutes of the Public Hearing and Regular Meeting held on June 27, 2017

2. Resignations, appointments, retirements, releases from contract, leaves of absence and substitutes:

RESIGNATIONS, TERMINATIONS

Administration: Certified:

Brush, Krystin: Flagstaff High School; English Teacher; Effective June 30, 2017 Ellsworth, Lacretia: Flagstaff High School; Native American Academic Advisor; Effective

July 12, 2017

Kominsky, David: Flagstaff High School; Special Education Teacher; Effective

June 30, 2017

Kugler, Sean: Assistive Technology Specialist; Effective June 30, 2017

Licensed Professionals:

Classified:

Dries, Amy: Assessment System Assistant; Effective July 14, 2017

Anderson, Steve: Bus Driver; Effective June 23, 2017

Seelbach, Maria: Textbook Coordinator; Effective July 6, 2017

Other:

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:

Dirksen, David: Director of College and Career Development; 1.0 FTE;

\$89,827; Effective July 1, 2017; 12 month calendar

Licensed Professionals:

Certified:

Backus, Ashley: MEMS; 8th Grade Teacher; 1.0 FTE; \$38,271; Effective

August 2, 2017; 9 month calendar

Barreras, Amy: Speech-Language Pathologist; 1.0 FTE; \$55,952; Effective

August 8, 2017; 9 month calendar

Bycroft, Amber: Speech Language Pathologist; 1.0 FTE; \$51,958; Effective

July 17, 2017; 9 month calendar

Dries, Amy: Sinagua MS; Woods Teacher; 1.0 FTE; \$35,371; Effective

August 2, 2017; 9 month calendar

Fetsco, Jessica: Kinsey; 1st Grade Teacher; 1.0 FTE; \$38,071; Effective

August 2, 2017; 9 month calendar

Gaetano, Kiersten: DeMiguel; Special Education Resource Teacher; 1.0 FTE;

\$34,871; Effective August 2, 2017; 9 month calendar

Gandy, Kyle: Flagstaff High School; Math Teacher; 1.0 FTE; \$34,871;

Effective 8/2/2017; 9 month calendar

Kelly, Clara: Flagstaff High School; English Teacher; 1.0 FTE; \$37,571;

Effective August 2, 2017; 9 month calendar

Rhoades, Heather: Leupp Elementary School; Preschool Teacher; 1.0 FTE; \$34,871;

Effective 7/12/2017; 9 month calendar

Sorrelhorse, Janie: Cromer; 2nd Grade Teacher; 1.0 FTE; \$38,371; Effective August 2,

2017; 9 month calendar

Classified:

Coe, Lisa: Puente De Hozho; Principal's Secretary; \$14.32/hour; 40

hours/week; Effective July 24, 2017; 11 month calendar

Huffman, Annjeanette: Knoles; Library Media Assistant; \$11.57/hour; 35 hours/week;

Effective July 31, 2017; 10 month calendar

Student Workers:

B.C. Coconino HS; \$10.00/hour; 8 hours/week; Effective June 6, 2017
H.G. Coconino HS; \$10.00/hour; 8 hours/week; Effective June 6, 2017
N.H. Flagstaff HS; \$10.00/hour; 8 hours/week; Effective June 5, 2017

Camp Colton:

Enrichment Skills Trainers:

Returning Retirees (Temp Positions):

Coach/Sports Officials/Sports Event Workers:

Temporary Assignment:

Salazar, David: FACTS Summer Program (Marshall/Flagstaff HS); \$10.70/hour;

19 hours/week; Effective June 12, 2017

Volunteers:

Scheel, Kaylee: Flagstaff HS; Volunteer with the Dance Team

Other:

RETIREMENT

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

District:

Administrative:

Certified:

Archuleta, Ana Maria: RESCINDING RETIREMENT REQUEST; Killip/Leupp, ELL Specialist

Driscoll, Laura: Sechrist; Program Specialist; Effective 7/31/2017; Plans 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:

Substitutes New Hires

Substitute Teachers: Amy Richardson: Kristina Hover: Heather Hustead: Gregory Caffey

Sub Aides: Maria Covarrubiaz

Dr. Gilmore requested that the student workers in Consent Agenda Item #2 be removed for separate discussion. Ms. Kelty moved to remove student workers from the Consent Agenda for separate discussion. Dr. Gilmore seconded; motion carried 3-0 with Ms. Kozak and Ms. Fredericks voting nay.

Ms. Kelty moved to remove the Director of College and Career Development from the Consent Agenda. Dr. Gilmore seconded; motion failed 2-3 with Ms. Fredericks, Ms. Kozak and Dr. Haden voting nay.

Ms. Kozak moved to approve the Consent Agenda as amended without the student workers. Ms. Fredericks seconded; motion carried 3-1-1 with Ms. Kelty voting nay and Dr. Gilmore abstaining from the vote.

Regarding the student workers, Dr. Gilmore expressed concern about the students earning the increased minimum wage beginning July 1st since the hourly pay listed is the rate for June. Ms. Anderson confirmed that if their assignments extend beyond June 30th, they will earn the new minimum wage. Dr. Gilmore moved to approve student workers. Ms. Kelty seconded; motion carried 5-0.

STUDENT TRAVEL

PRESENTATIONS

1. Superintendent's Report

Mr. Penca acknowledged the warm welcome he has received from the Board, staff and community since his arrival in Flagstaff 13 days ago.

2. FUSD Highlights (no report)

3. Curriculum and Instruction Report

Jillian Worssam, Sinagua Middle School teacher, and Mindy Bell, STEM City, provided an overview of their Scientists in the Classroom program. Mary Knight, Director of Technology, and Rick Smith, Assistant Director of Technology, provided information about Erate and upgrades of the wireless network. Mary Giannola, Environmental Education Coordinator, provided an update on Camp Colton. Her presentation included an introduction of representatives from the Northern Arizona Medical Volunteer Corps (NAMVC). NAMVC provides funding for the nursing position at Camp Colton. Robert Hagstrom, Director of Research and Assessment, provided an overview of the 2016-17 School Accountability, A-F Letter Grade System. Ms. Walton reviewed the State of the District report and requested that the Board advise how they want to proceed with conversations related to this information.

4. <u>Finance and Budget Report</u>

Mr. Walmer informed the Board that the worksheet from the state for the tax rate projections has been revised and the tax rate for fiscal year 2018 will drop 32 cents instead of increasing 6 cents.

- 5. Operations and Support Services Report (no report)
- 6. <u>Human Resources Report</u> (no report)
- 7. Governing Board Members' Report

Board Members reported on various activities, conferences and meetings they have attended.

GENERAL ADMINISTRATION: DISCUSSION/ACTION ITEMS

1. <u>CAVIAT IGA</u>

Brent Neilsen, CAVIAT Superintendent, answered questions regarding the proposed agreement.

Ms. Kozak moved to approve the Intergovernmental Agreement with Coconino Association for Vocations, Industry and Technology to help offer Career and Technical Education (CTE) courses to high school students in the District through a Joint Technical Educational District (JTED) Program. Ms. Kelty seconded; motion carried 4-0-1 with Dr. Gilmore abstaining from the vote.

2. New Textbook for High School AP Spanish

Ms. Kozak moved to approve purchase of a new textbook, <u>Abriendo puertas</u>; published by Houghton Mifflin Harcourt and edited by Wayne Scott Bowen and Bonnie Tucker Bowen, for High School AP Spanish. Ms. Kelty seconded; motion carried 4-1 with Dr. Gilmore voting nay.

3. <u>ASBA Law Conference</u>

Ms. Fredericks moved to approve Board and Administration attendance at the Arizona School Boards Association Annual Law Conference in Phoenix on September 6-8, 2017. Ms. Kozak seconded; motion carried 5-0.

4. Student Representation

Ms. Kelty moved to table this item until the August 22, 2017 meeting. Dr. Gilmore seconded; motion carried 5-0.

5. <u>Meeting Dates</u>

It was the consensus of the Board to schedule a Retreat on September 19, 2017 from 4:00-8:00 pm. Board Members will send items they want discussed to Ms. Fredericks. Ms. Kelty and Ms. Kozak would like an outside facilitator for the Retreat.

Ms. Kelty requested an Executive Session on August 8, 2017 at 4:00 pm to discuss a due process complaint. There were no objections to her request.

INFORMATION ITEMS

1. <u>Future Agenda Items</u>

ADJOURNMENT OF	: REGULAR MEETING – The	meeting was adjourned at 9:10) pm.
Signature	Date	Signature	Date
Signature	Date	Signature	Date
	 Signature	 Date	

OFFICIAL MINUTES

July 18, 2017

The Governing Board of the Flagstaff Unified School District Number One, Coconino County, Flagstaff, Arizona held a Special Meeting on July 18, 2017 at the District Administrative Center, 3285 E. Sparrow Avenue, Flagstaff, Arizona.

Ms. Fredericks called the meeting to order at 4:31 pm. This was followed by a Moment of Silence and the Pledge of Allegiance.

Roll Call:

Board Members

Ms. Christine Fredericks, President (arrived at 5:19 pm)

Ms. Kara Kelty, Clerk

Dr. Carol Haden, Member

Dr. Carole Gilmore, Member

Ms. Kathryn Kozak, Member

Administrative Staff

Mr. Michael A. Penca, Superintendent

Mr. Robert Kuhn, Assistant Superintendent

Ms. Mary K. Walton, Assistant Superintendent

Mr. Scott Walmer, Director of Finance (arrived at 4:50 pm)

Ms. Dawn Anderson, Director of Human Resources

Ms. Karin Eberhard, District Relations Coordinator

Ms. Kim Branges, Executive Assistant

There were no requests to reorder the agenda.

Ms. Kozak moved to adopt the agenda as submitted. Dr. Haden seconded; motion carried 5-0.

Two people signed the Visitors' Register

DISCUSSION/ACTION ITEMS

Susan Smith, Director of Exceptional Student Services, answered questions regarding the proposed agreement and reviewed the history of the past relationship with Arizona Schools for the Deaf and Blind and plans for using their services in the future.

Ms. Kelty called on the public for comment:

- Dani Lawrence: said her biggest area of concern in the current agreement is due to the lack
 of addressing record retention; said ASDB doesn't have to follow federal law; wants a better
 plan for record retention; wants FUSD to hire their own teachers and not use contracted
 agencies.
- Aaron Greene: urged the Board to get protections in place for FUSD and the students and to reject this agreement until record retention and case management are addressed and ASDB is IDEA compliant.

Ms. Kelty moved to enter executive session for legal advice at 5:26 pm; Dr. Gilmore seconded; motion carried 5-0. The executive session ended at 6:01 pm and the special meeting was reconvened.

Ms. Kozak moved to approve the Regional Cooperative Agreement with Arizona State Schools for the Deaf and the Blind. Ms. Fredericks seconded; motion carried 4-1 with Dr. Gilmore voting nay.

Ms. Kozak made a motion to direct staff to discuss with the attorney amendments to the agreement that include compliance of IDEA; specificities of records retention; and duration of the agreement. Ms. Kelty seconded; motion carried 4-0-1 with Ms. Fredericks abstaining from the vote.

INFORMATION ITEMS

Ms. Kelty requested that an overview of special education and plans to make sure program specialists are monitoring services be placed on a future meeting agenda.

ADJOURNMENT OF SPECIAL MEETING – The meeting was adjourned at 6:17 pm.

Signature	Date	Signature	Date
Signature	Date	Signature	Date
	 Signature	 Date	

CURRENT VOUCHERS AS OF AUGUST 02,2017 TOTALS FOR BOARD MEETING DATED AUGUST 08, 2017

	1	1		
Accounts Payable	AD626A17	6/26/2017	1,094,586.20	Carole Gilmore
Accounts Payable	AD619A17	6/19/2017	177,001.93	Carole Gilmore
Accounts Payable Accounts Payable	DS626A17	6/28/2017	386,649.65	Carole Gilmore
	DS629A17	6/29/2017	84,600.00	Carole Gilmore
Accounts Payable				
Accounts Payable	DS620A17	6/21/2017	46,565.40	Carole Gilmore
Accounts Payable	DS621A17	6/21/2017	16,744.37	Carole Gilmore
Auxiliary	AD622A17	6/22/2017	13,469.62	Carole Gilmore
Auxiliary	AD628A17	6/28/2017	14,059.89	Carole Gilmore
Payroll	012	6/29/2017	2,636,044.15	Carole Gilmore
Payroll	013	7/13/2017	2,219,765.02	Carole Gilmore

MONETARY GIFTS & DONATIONS FY 2016-2017

June 20 through July 28, 2017

Date	Contributor	Amount	Purpose	School/Site
6/21/2017	Brenda Wilson	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	Clara Schmacht	\$10.00	Hopi and Navajo Language	Leupp School
6/21/2017	Clara Schmacht	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	Diana and Louwood Saganey	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	Wildine Rodriguez	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	Carol and Herbert Harvey	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	Tim and Colleen Ellenberger	\$35.00	Hopi and Navajo Language	Leupp School
6/21/2017	April Kinlicheenie	\$25.00	Hopi and Navajo Language	Leupp School
6/21/2017	S. S. Fuller	\$25.00	Hopi and Navajo Language	Leupp School
6/27/2017	Home Team Marketing, LLC	\$800.00	Athletics	Coconino High School
6/29/2017	Coconino Community College	\$400.02	Curt Craig Stipend	Mount Elden Middle School
6/29/2017	Coconino Community College	\$92.00	Transportation and Substitute Teachers	Mount Elden Middle School
6/29/2017	Coconino Community College	\$4,747.00	Transportation and Substitute Teachers	Mount Elden Middle School
6/29/2017	Coconino Community College	\$399.98	Jill Worssam Stipend	Sinagua Middle School
6/29/2017	Coconino Community College	\$1,253.00	Transportation and Substitute Teachers	Sinagua Middle School
6/30/2017	Friends of Camp Colton	\$5,489.69	Executive Director Benefits	Camp Colton
6/30/2017	Friends of Camp Colton	\$56,656.21	Cabin Construction	Camp Colton
6/30/2017	United Way of Northern Arizona	\$110,856.97	KinderCamp	Educational Enrichment Dep

Total \$180,914.87

BOARD SUMMARY

MEETING DATE:	August 8, 2017
ACCEPTANCE OF	GIFTS TO DISTRICT
EXECUTIVE SUMM	ARY:

Donations to the District include the following:

RECIPIENT	DONOR	ITEM	DONOR VALUE
DeMiguel	PTO (Heidi Mortensen)	Edugear Moilab Mobile Charging Cart	\$949

RECOMMENDED ACTION: Move to accept Gifts to District

BOARD SUMMARY

August 8, 2017

Consent Agenda: Professional Memberships for Superintendent Michael Penca

Pursuant to Section 9 of the Superintendent's Employment Agreement, approval of membership for Superintendent Michael A. Penca is requested in the Arizona School Administrators (ASA) and the American Association of School Administrators (AASA). The 2017-18 annual membership fee for ASA is \$395 and the annual membership fee for AASA is \$450 for a total of \$845.00.

BOARD SUMMARY

August 8, 2017

Consent Agenda: Reimbursement of Moving Expenses

Pursuant to Section 10 of the Superintendent's Employment Agreement, approval of reimbursement for moving expenses in the amount of \$4,920.31 to Superintendent Michael A. Penca is requested. Itemized receipts are available for review.

U-Haul Truck and equipment	\$2	2919.10
Labor Fees for 2 Movers	\$	500.00
Hotel Room 1 on 6/28/17	\$	148.12
Hotel Room 2 on 6/28/17	\$	148.12
Flight Travel Mover 1	\$	288.80
Flight Travel Mover 2	\$	288.80
Gas 6/27/17 (Nissan)	\$	28.24
Gas 6/28/17 (U-Haul)	\$	54.22
Gas 6/28/17 (Nissan)	\$	22.12
Gas 6/28/17 (U-Haul)	\$	81.51
Gas 6/28/17 (Nissan)	\$	21.58
Gas 6/28/17 (U-Haul)	\$	67.58
Gas 6/28/17 (Nissan)	\$	19.59
Gas 6/28/17 (U-Haul)	\$	78.31
Gas 6/29/17 (Nissan)	\$	30.41
Gas 6/29/17 (U-Haul)	\$	91.43
Gas 6/29/17 (Nissan)	\$	30.21
Gas 6/29/17 (U-Haul)	\$	75.00
Gas 6/29/17 (U-Haul)	\$	14.17
Gas 6/29/17 (U-Haul	\$	13.00
Total Moving Expenses	\$4	1920.31

Flagstaff Unified School District #1 Permanent Data File - Bank Accounts July 1, 2017

	Account Name	ΔΙΙΧΙΙ ΙΔΡΥ / ΤΔ	X CREDIT CHECKIN	IG ACCOUNT	
	Account Name: Changes this FY? Yes	Date Opened	7/1/2010	Date Closed	
	Bank Name	Address	77172010		Acct. Number
	WELLS FARGO	Address		City - State - Zip Code	Acct. Number
1		3285 E Sparrow Ave		Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Michael A Penca		Robert M Kuhn Scott Walmer	Dawn Anderson Ginger Wischmann
	Checks written by:			Monthly Reconciled By:	
		Accounts Payable/C	omputer Generated		Accounts Receivable
	Account Name:	AUXILIARY / TAX CI	REDIT - LGIP INVEST	TMENT ACCOUNT	
	Changes this FY? Yes	Date Opened		Date Closed	
2	Bank Name Az. State Treasury	Address State Capitol		City - State - Zip Code Phoenix, AZ 85007	Acct. Number 9XXXX
	Authorized Signers:	Michael A Penca		Robert M Kuhn Scott Walmer	Dawn Anderson Ginger Wischmann
	Checks written by:	No absolute control		Monthly Reconciled By:	Asserta Described
		No checks written			Accounts Receivable
	Account Name:	AUX/TAX C	REDIT/STUDENT AC	TIVITIES	
	Changes this FY? Yes	Date Opened	5/6/2014	Date Closed	
	Bank Name	Address		City - State - Zip Code	Acct. Number
	WELLS FARGO				
3		3285 E. Sparrow Ave	•	Flagstaff, AZ. 86004	67730XXXXX
	Authorized Signers:	Michael A Penca		Robert M Kuhn	Dawn Anderson
	Checks written by:			Scott Walmer Monthly Reconciled By:	Ginger Wischmann
	Oncoks written by.	Accounts Payable/C	omputer Generated	monthly reconciled by:	Accounts Receivable
	-			•	
	Account Name:	BENEFIT INSUR	ANCE - LGIP INVES	TMENT ACCT.	
	Changes this FY? Yes	Date Opened		Date Closed	A No
4	Bank Name Az. State Treasury	Address State Capitol		City - State - Zip Code Phoenix, AZ 85007	Acct. Number 9XXX
	Authorized Signers: Michael A Penca			Robert M Kuhn Scott Walmer	Dawn Anderson Ginger Wischmann
	Checks written by:	No checks written		Monthly Reconciled By:	Accounts Receivable
	Account Name: CC	OCONINO HIGH SCHO	OOL ASSOCIATED S	TUDENTS ACCOUNT	
	Changes this FY? Yes	Date Opened	7/1/2010	Date Closed	
	Bank Name WELLS FARGO	Address		City - State - Zip Code	Acct. Number
5		3285 E Sparrow Ave		Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Stacie W Zanucchi	Sarah Calahan	Robert M Kuhn	Dawn Anderson
	Scott Walmer Checks written by:	Steve Bonderud	Becky Gonzales	Scott Walmer Monthly Reconciled By:	Ginger Wischmann
	Should million by.	Debbie Schill			Accounts Receivable
				STUDENTS ACCOUNT	
	Changes this FY? Yes Bank Name WELLS FARGO	Date Opened Address	7/1/2010	Date Closed City - State - Zip Code	Acct. Number
6	WELES I ANGO	3285 E Sparrow Ave		Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Anthony Cullen	Susan D Mendez	Robert M Kuhn	Dawn Anderson
		Shanon Gantt		Scott Walmer	Ginger Wischmann
	Checks written by:	Dobbio Sobill		Monthly Reconciled By:	Accounts Receivable
	î .	Debbie Schill		i i	ACCOUNTS RECEIVABLE

	Account Name:	FLEX CLEARIING ACCOUNT	I	
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
7	WELLS FARGO	3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Michael A Penca	Robert M Kuhn	Dawn Anderson
	-		Scott Walmer	Ginger Wischmann
	Checks written by:	Million Theory Comp	Monthly Reconciled By:	Accessor Baseline
		Wire Transfers		Accounts Receivable
	Account Name:	FOOD SERVICE ACCOUNT		
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
8	WELLS FARGO	3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Michael A Penca	Robert M Kuhn	Dawn Anderson
	Authorized digiters.		Scott Walmer	Ginger Wischmann
	Checks written by:	Debbie Schill	Monthly Reconciled By:	Accounts Pacaivable
		Depoie Schill		Accounts Receivable
	Account Name:	HEALTH SAVINGS ACCOUN	Т	
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
9	WELLS FARGO	3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Michael A Penca	Robert M Kuhn	Dawn Anderson
	. Autorizos orginoro.		Scott Walmer	Ginger Wischmann
	Checks written by:	Wire Transfers	Monthly Reconciled By:	Accounts Bossivable
		Wire Transfers		Accounts Receivable
	Account Name:	LEUPP SCHOOL ASSOCIATED STUDEN	TS ACCOUNT	
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
	WELLS FARGO			
10		3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
		•		Down Anderson
	Authorized Signers:	Ryan Chee Carol Barker	Robert M Kuhn Scott Walmer	Dawn Anderson Ginger Wischmann
	Checks written by:		Monthly Reconciled By:	
		Debbie Schill		Accounts Receivable
	Account Name:	MISC RECEIPT CLEARING ACCO	DUNT	
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
11	WELLS FARGO	3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:	Michael A Penca	Robert M Kuhn	Dawn Anderson
			Scott Walmer	Ginger Wischmann
	Checks written by:	Debbie Schill	Monthly Reconciled By:	Accounts Receivable
			LIDENTO ACCOUNT	
		ELDEN MIDDLE SCHOOL ASSOCIATED ST		
	Changes this FY? Yes	Date Opened 7/1/2010	Date Closed	Anni M.····-b
12	WELLS FARGO	3285 E Sparrow Ave	City - State - Zip Code Flagstaff, AZ. 86004	Acct. Number 54230XXXXX Ckng
				54230XXXXX Svngs
	Authorized Signers:	Thomas W Safranek	Robert M Kuhn Scott Walmer	Dawn Anderson Ginger Wischmann
	Checks written by:		Monthly Reconciled By:	Oniger Wiscinnalin
		Debbie Schill	, <i>,</i>	Accounts Receivable
	Account Name	PAYROLL TAX PAYMENTS AZ ACC	COUNT	
	Account Name: Changes this FY? Yes	Date Opened 10/13/1992	Date Closed	
	Bank Name	Address	City - State - Zip Code	Acct. Number
	Wells Fargo Bank	3285 E Sparrow Ave	Flagstaff, AZ. 86004	300-01XXXXX
13		1		
13	Authorized Signers:	Michael A Penca	Robert M Kuhn	Dawn Anderson
13	Authorized Signers: August 8, 2017 Checks written by:	Michael A Penca	Robert M Kuhn Scott Walmer Monthly Reconciled By:	Dawn Anderson Ginger Wischmann ₃₁

		Electronic Activity		Accounts Receivable		
	Account Name:	PAYROLL	TAX PAYMENTS FED A	CCOUNT		
	Changes this FY?	Yes Date Opened	8/5/1996	Date Closed		
14	Bank Name Wells Fargo Bank	Address 3285 E Sparrow A	ve	City - State - Zip Code Flagstaff, AZ. 86004	Acct. Number 0818-6XXXXX	
	Authorized Signers:	Michael A Penca	Ginger L Wischmann Dawn Anderson	Robert M Kuhn FED. DEPOSITS ONLY/NOT	Scott Walmer A CHECKING ACCT.	
	Checks written by: Electronic Activity Account			Monthly Reconciled By:	Accounts Receivable	
	•					
	Account Name:	SINAGUA MIDDLE SC	HOOL ASSOCIATED ST	UDENTS ACCOUNT		
	Changes this FY?	Yes Date Opened	7/1/2010	Date Closed		
15	Bank Name WELLS FARGO	Address 3285 E Sparrow A	ve	City - State - Zip Code Flagstaff, AZ. 86004	Acct. Number 54230XXXXX	
	Authorized Signers:	Tari Popham		Robert M Kuhn	Dawn Anderson	
	Rochelle Bronson			Scott Walmer	Ginger Wischmann	
	Checks written by:	Debbie Schill		Monthly Reconciled By:	Accounts Receivable	
		Account Name: SUREPAY CLEARING ACCOUNT				
	Account Name:	SURE	I AT OLLANING ACCOU			
		Yes Date Opened	7/1/2010	Date Closed		

	Account Name:		SUREPAY CLEARING	G ACCOUNT	
	Changes this FY?	Yes	Date Opened 7/1/2010	Date Closed	
	Bank Name		Address	City - State - Zip Code	Acct. Number
16	WELLS FARGO		3285 E Sparrow Ave	Flagstaff, AZ. 86004	54230XXXXX
	Authorized Signers:		Michael A Penca	Robert M Kuhn	Dawn Anderson
				Scott Walmer	Ginger Wischmann
	Checks written by:			Monthly Reconciled By:	
			Jennifer Moore		Accounts Receivable

FUSD Governing Board Meeting AGENDA August 8, 2017 HUMAN RESOURCES SUMMARY

RESIGNATIONS, TERMINATIONS

Administration:

Certified:

Brancati, Ryan MEMS; P.E. Fit Kids Instructor; Effective June 30, 2017 Casados, Leah Coconino High School; Math; Effective August 15, 2017

Connors; Emily Knoles Elementary School; Kindergarten; Effective June 30, 2017

Licensed Professionals:

Morse, Jill District Wide; Speech Pathologist; Effective June 30, 2017

Classified:

Ares, Melissa Marshall Elementary; SE Parapro; Effective June 30, 2017 Athey, Terri Flagstaff High School; Eagles Crest Caregiver; Effective

May 31, 2017

Barber, Draven Flagstaff High School; Eagles Crest Caregiver; Effective June 1, 2017
Blackwell, Kalie Flagstaff High School; Eagles Crest Caregiver; Effective May 2, 2017
Bolerjack, Megan Educational Enrichment; FACTS Caregiver; Effective July 28, 2017
Buckley, Janielle Cromer Elementary School; Kindergarten Aide; Effective June 30,

2017

Burrell, Tina Coconino High School; Attendance Secretary; Effective June 9, 2017

Christenson, Shryl Flagstaff High School; SE Parapro; Effective June 30, 2017

Cooper, Lindsey Educational Enrichment; Instructional Aide; Effective June 1. 2017

DeWitt-Dunn, Sara: Sinagua MS; SE Parapro; Effective June 30, 2017

Dixon, Carly Flagstaff High School; Eagles Crest; Effective June 30, 2017
Hintz, Tarrah DeMiguel Elementary School; SE Parapro; Effective June 30, 2017

Hockensmith, Cassandra Marshall; Paraprofessional; Effective June 30, 2017

Hustead, Heather

DeMiguel Elementary School; Caregiver; Effective July 10, 2017

Kugler, Gina

Coconino High School; School to Work; Effective July 28, 2017

Marks, Darrell

Flagstaff High School; SE Parapro; Effective June 30, 2017

Marshall, Karen

Flagstaff High School; SE Parapro; Effective June 30, 2017

Mathisen, Maren Camp Colton; Effective June 30, 2017

Mitchell, Donna Flagstaff High School; SE Parapro; Effective June 2, 2017
Montes DeOca, Paulina Killip Elementary School; SE Parapro; Effective June 30, 2017

Pavlikowski, Mary Sinagua Middle School; Little Ropers Sub Caregiver;

Effective June 27, 2017

Poulios, Alexa Flagstaff High School; Eagles Crest; Effective June 30, 2017
Ruiz, Ariana Flagstaff High School; Eagles Crest; Effective May 31, 2017
Ramirez, Mayra Killip Elementary School; SE Parapro; Effective June 27, 2017

Schaeffer, Aimee DeMiguel; SE Parapro; Effective June 30, 2017

Sharpe, Kami Flagstaff High School; Eagles Crest Substitute Caregiver;

Effective May 28, 2017

Wilkes, Lastenia Administrative Center; Payroll Clerk; Effective July 6, 2017

Other:

APPOINTMENTS *Salaries noted for <u>some</u> 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:

Licensed Professionals:

Firth, Lynn: Exceptional Student Services (MEMS/Knoles); Speech Language

Pathologist; 1.0 FTE; Effective 8/8/2017

Pinet, Alesha District Wide; School Psychologist; 1.0 FTE; \$59,690; Effective

August 8, 2017; 9 month calendar

Rice, Kara District Wide; occupational Therapist; .60 FTE; \$50,692; Effective

August 8, 2017; 9 month calendar

Certified:

Alvillar, Frank Flagstaff High School; Social Studies World/US History; 1.0 FTE;

\$34,871; Effective August 2, 2017; 9 month calendar

Ash, Heidi MEMS; PE/Health Teacher; 1.0 FTE; \$35,221; Effective

August 2, 2017; 9 month calendar

Auble, Cristy Flagstaff High School; Business; .8 FTE; \$27,896;

Effective August 2, 2017; 9 month calendar

Barraza, Geraldine Knoles; 3rd Grade Teacher; 1.0 FTE; \$41,421; Effective August 2,

2017; 9 month calendar

Bryson, Molly: Cromer; Special Education Resource Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Cathey, Michelle Summit High School; Teacher TAPP; 1.0 FTE; \$42,171; Effective

August 2, 2017; 9 month calendar

Chaira, Christina Sechrist Elementary School; SE Preschool; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Coddington, Mandy Thomas Elementary School; Grade TBD; 1.0 FTE; \$36,505; Effective

August 7, 2017; 9 month calendar

Corcoran, John: FHS; Math Teacher (College Math); .4 FTE; \$18,128; Effective

August 8, 2017; 9 month calendar

Craig, Jennifer Leupp Elementary School; 2nd Grade Teacher; 1.0FTE; \$36,971;

Effective July 12, 2017; 9 month calendar

De la Rosa-John, Michele Killip Elementary School; SEI Teacher Grades 3-5; 1.0 FTE; \$40,721;

Effective July 12, 2017; 9 month calendar

Denslaw, Rachel Knoles Elementary School; Special Education Teacher Beacon; 1.0

FTE; \$34,871; Effective August 2, 2017; 9 month calendar

Fernandez, Ramon Flagstaff High School; English Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Friend, Christine Knoles; 2nd Grade Teacher; 1.0 FTE; \$36,971; Effective

August 2, 2017; 9 month calendar

Gemetta, Jeremy Coconino High School; Digital Media Teacher; 1.0 FTE; \$42,521;

Effective August 2, 2017; 9 month calendar

Gibson, Krista: PDH Language Academy @ Sinagua MS;6th/7th Grade English and

Math Teacher; 1.0 FTE; \$38671; Effective August 2, 2017; 9 month

calendar

Hashimoto, Alisha Knoles; 5th Grade Teacher (ELA/Math); 1.0 FTE; Balance of the year;

Effective August 8, 2017; 9 month calendar

Henderson, Clayton Coconino High School; Geometry Teacher; 1.0 FTE; \$35,871;

Effective August 2, 2017; 9 month calendar

Hester, Sarah Summit High School; Special Education/Transitions School To

Work; 1.0 FTE; \$38,285 ((2016-17 salary. Will be revised to reflect

2017-18 salary increase); Effective August 8, 2017; 9 month

calendar

Hyman, Phetkadai Killip Elementary School; 4th Grade Teacher; 1.0 FTE; \$34,871;

Effective July 12, 2017; 9 month calendar

Johnson, Valli Killip Elementary School; Special Education Teacher-Resource; 1.0

FTE; \$24,871; Effective July 12, 2017; 9 month calendar

Kallister, Jennifer Sinagua Middle School; SEI Teacher; 1.0 FTE; \$40,971; Effective

August 2, 2017; 9 month calendar

Kasch, Russell Marshall Elementary School; Instructional Specialist; 1.0 FTE;

\$45,321; Effective August 2, 2017; 9 month calendar

Keller, Angela Puente De Hozho; 4th/5th Grade Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Keller, Kaitlyn Cromer Elementary School; 1st Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Kugler, Gina CHS; SPED Teacher (Anchor Program); 1.0 FTE; \$35,175; Effective

August 2, 2017; 9 month calendar

Lewis, Emily Sinagua Middle School; Spanish Teacher (.8 FTE) and Teacher on

Assignment (.2 FTE); 1.0 FTE; \$37,471; Effective August 2, 2017; 9

month employee

Long, Kristi Coconino High School; Dance Teacher; .2 FTE; \$8,383.20; Effective

August 8, 2017; 9 month calendar

Lyle, Janice MEMS; 7th-8th Grade Math Teacher; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month employee

Lyle, Thomas FHS; Sports Medicine Instructor; .2 FTE; \$8,461 (2016-17 salary. Will

be revised to reflect 2017-18 salary increase); Effective August 8,

2017; 9 month calendar

McCord, Cameron Killip Elementary School; 3rd Grade Teacher; 1.0 FTE; \$41,421;

Effective July 12, 2017; 9 month calendar

Managhan, Casey DeMiguel Elementary School; 1st Grade Teacher; 1.0 FTE; \$35,571;

Effective August 2, 2017; 9 month calendar

Marshall, Catherine Flagstaff High School; Culinary Arts Teacher; 1.0 FTE; \$35,221;

Effective August 2, 2017; 9 month calendar

Maury, Caitlin Kinsey Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Merriman; Rachel DeMiguel Elementary School; Kindergarten Teacher; 1.0 FTE;

\$36,621; Effective August 2, 2017; 9 month calendar

Millos, Sarah Marshall Elementary School; SEI 4th-5th Grade Teacher; 1.0 FTE;

\$39,071; Effective August 2, 2017; 9 month calendar

Morales, Jordan Kinsey Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Morton, Jeff Sechrist Elementary School' Program Specialist Elementary; .5 FTE;

\$20,372; Effective August 2, 2017; 9 month calendar

Mushro, Sara Sinagua Middle School; Special Education Resource Teacher; 1.0

FTE; \$38,471; Effective August 2, 2017; 9 month calendar

Naylor, Kelsi Sinagua Middle School; 7th Grade Math and Social Studies; 1.0 FTE;

\$35,571; Effective August 2, 2017; 9 month calendar

Nie, Laura Sechrist Elementary School; Special Education (Behavior and

Support); 1.0 FTE; \$38,421; Effective August 2, 2017; 9 month

calendar

Norcutt, Abby Sechrist Elementary School; 2nd Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Patty, Karen Thomas Elementary School; Technology Teacher (Integration Coach)

.5 FTE; \$20,924.50; Effective August 8, 2017; 9 month calendar

Penca, Kristine Sinagua Middle School; 7th Grade Science/Engineering Teacher; 1.0

FTE; \$38,371; Effective August 2, 2017; 9 month calendar

Rosensweet, Laura Coconino High School; Algebra II Teacher; 1.0 FTE; \$39,071;

Effective August 2, 2017; 9 month calendar

Sampson, Sydnie Program Specialist/Special Education Resource Teacher; 1.0 FTE;

\$34,655 ((2016-17 salary. Will be revised to reflect 2017-18 salary

increase); Effective August 8, 2017; 9 month calendar

Serverian, Raymond Summit High School; Science Teacher; 1.0 FTE; \$35,121; Effective

August 2, 2017; 9 month calendar

Schwerzel, Andrew CHS; Band/Orchestra/Guitar Teacher; 1.0 FTE; \$38,171; Effective

August 2, 2017; 9 month calendar

Shaffer, Sonja Sechrist Elementary School; 1st Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Sheppard, Victoria DeMiguel Elementary School; 3rd Grade Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Shove, Casey Coconino High School; PE/Health Teacher; 1.0 FTE; \$38,721;

Effective August 2, 2017; 9 month calendar

Solarte Soto, Francy CHS; Spanish Teacher; 1.0 FTE; \$38071; Effective August 2, 2017;

9 month calendar

Stevens, Lily Coconino High School; 11th & 12th Grade English Teacher; 1.0 FTE;

\$40,621; Effective August 2, 2017; 9 month calendar

Stott, Jessica: Kinsey Elementary School; Special Education Teacher-Specialized

Program-Transition to Kindergarten; 1.0 FTE; \$34,871; Effective

August 2, 2017; 9 month calendar

Todacheenie, Therron Sinagua Middle School; 7th Grade Math Teacher; 1.0 FTE; \$35,921;

Effective August 2, 2017; 9 month calendar

Vezeau, Morgan MEMS; Special Education Resource Teacher (English); 1.0 FTE;

\$35,221; Effective August 2, 2017; 9 month calendar

Wade, Brian Sinagua Middle School; Social Studies Teacher; 1.0 FTE; \$34,871;

Effective August 2, 2017; 9 month calendar

Wagner Bosley, Janis Leupp; Kindergarten Teacher; 1.0 FTE; \$43,671; Effective

July 12, 2017

Will, Vrendi Cromer Elementary School; 4th Grade Teacher; 1.0 FTE; \$37,821;

Effective August 2, 2017; 9 month calendar

Wood, Katie Sinagua Middle School; 6th Grade Social Studies Teacher; 1.0 FTE;

\$39271; Effective August 2, 2017; 9 month calendar

Woodruff, Kelly Coconino High School; Art Teacher (Sculpture and Ceramics); 1.0

FTE; \$34,871; Effective August 2, 2017; 9 month calendar

Worthington, Eva: Sechrist Elementary School; Instructional Specialist; 1.0 FTE;

\$41,521; Effective August 2, 2017; 9 month calendar

Yeager, Sarah Cromer; Instructional Specialist; 1.0 FTE; \$36,071; Effective

August 2, 2017; 9 month calendar

Classified:

Amos, Hailey Administrative Center; Assessment Systems Assistant; \$15.95/hour

27.5 hours/week; Effective July 20, 2017; 12 month calendar

Andrews, Carmen Sinagua Middle School; Special Education Paraprofessional;

\$11.81/hour; 31.75 hours/week; Effective August 10, 2017; 9 month

Calendar

Bailey, Joni Marshall Elementary; General Aide Clerical/Lunch Duty;

\$11.36/hour; 17.5 hours/week; Effective August 10, 2017; 9 month

Calendar

Blair, Kira Coconino High School; Counseling Secretary; \$12.39/hour;

35 hours/week; Effective July 31, 2017; 10 month position

Boyer, Chad Flagstaff High School; Special Education Paraprofessional;

\$11.84/hour; 31.75 hours/week; Effective August 10, 2017; 9 month

Calendar

Calahan, Sarah Coconino High School; Bookkeeper; \$12.99/hour; 40 hours/week;

Effective July 31, 2017; 12 month calendar

Charley, Heather Marshall Elementary School; Special Education Paraprofessional;

\$11.81/hour; 30.75 hours/week; Effective August 10, 2017; 9 month

calendar

Covarrubiaz, Maria Knoles; Special Education Paraprofessional; \$14.27/hour; 30.75

hours/week; Effective August 10, 2017; 9 month calendar

Czachowski, Margaret Coconino High School; Attendance Secretary; \$12.97/hour; 40

hours/week; Effective July 31, 2017; 10 month calendar

Delgadillo, Jim Sinagua Middle School; Special Education Parapro; \$12.39/hour;

31.75 hours/week; Effective August 10, 2017; 9 month calendar

Greenberg, Elena Puente deHozho; Health Instructional Aide/FIT Kids; \$11.81/hour;

36 hours/week; Effective August 10, 2017; 9 month calendar

Hice, Bryanna Kinsey Elementary School; Technology Assistant Aide; \$12.99/hour;

35 hours/week; Effective August 10, 2017; 9 month calendar

Largo, Tina Leupp Elementary School; Health Instructional Aide/FIT

Kids; \$16.06/hour; 40 hours/week; Effective August 10, 2017;

10 month calendar

Marandola, Diane Sinagua Middle School; Special Education Paraprofessional;

\$11.84/hour; 31.75 hours/week; Effective August 10. 2017; 9 month

Calendar

May, Cheryl Killip; Special Education Paraprofessional; \$11.84/hour; 30.75

hours/week; Effective July 19, 2017; 9 month calendar

Mitchell, Heather District Wide; Special Education Clerical-Preschool Evaluation Team;

\$12.10/hour; 32.5 hours/week; Effective August 10, 2017; 9 month

Calendar

Rossi, Ann Kinsey Elementary School; Library Media Assistant; \$11.84/hour; 35

25hours/week; Effective July 31, 2017; 10 month calendar

Ryan, Julie Sinagua Middle School; Instructional Assistant Little Ropers;

\$11.36/hour; 40 hours/week; Effective August 10, 2017; 9 month

Calendar

Stefani, Paula District Wide; Enrichment Skills Trainer; \$27.50/hour; 20

hours/week; Effective August 1, 2017; Temp

Strange, James Maintenance; Facilities Low Voltage Specialist; \$17.67/hour;

40 hours/week; Effective July 31, 2017; 12 month calendar

Warren, Serena Leupp Elementary School; Instructional Aide Preschool \$10.83/hour;

35 hours/week; Effective July 19, 2017; 9 month calendar

Watson, Robert District Wide; Speech Language Pathology-Assistant; \$15.95/hour;

15 hours/week; Effective August 10, 2017; 9 month calendar

Williams; Stella Sinagua Middle School; Special Education Paraprofessional;

\$11.81/hour; 31.75 hours/week; Effective August 10, 2017; 9 month

Calendar

Woods, Melissa Sinagua Middle School; Special Education Parapro; \$11.30/hour;

31.75 hours/week; Effective August 10, 2017; 9 month calendar

Student Workers:

Camp Colton:

Enrichment Skills Trainers:

Returning Retirees (Temp Positions):

Coach/Sports Officials/Sports Event Workers:

Temporary Assignment:

Volunteers:

Mercer, Kathryn Flagstaff High School; Volunteer; Athletic Training

Other:

RETIREMENT

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

Administrative:

Certified:

McCamley, Susan; Thomas; Music Teacher; Effective July 17, 2017;

Plans to participate in Phased Retirement

<u>Classified:</u> Chairez, Raul; Facility Services/Maintenance; Custodian; Effective

August 31, 2017; Will not participate in Phased Retirement

Chee, Bella; Facility Services/Maintenance; Sub Custodian;

Effective July 24, 2017; Will not participate in Phased Retirement

Mase, Ella Coconino High School/Sinagua MS; Home School

Coordinator; Effective June 30, 2017; Plans to participate in Phased

Retirement

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:

Soifer, Jessica Knoles Elementary School; Art Teacher; Effective June 30, 2017

Classified:

QUALIFIED EVALUATORS:

Dawn Anderson Director-Human Resources August 8, 2017

HUMAN RESOURCES

New Hire Substitutes

Substitute Teachers

Mercedes Gonzalez-Whitney

Andrew Wollman

Martha Guerra-Carroll

Shelly Henley

Jill Pressman

Brendan Personale

Sub Aides

Stella Carr

August 8, 2017

Student Travel



FUSD Out of State Travel Application

Yearly Event All yearly event applications must be submitted	Opportunity Trip All opportunity trip event applications must
to a school administrator and the Governing Board	be submitted to a school administrator and
at least 90 days prior to the event	the Governing Board ASAP.
Date Form submitted 6/26/17 NEXT BOARD M	
Date(s) of Event AND Departure time 50pt 29, 2017	Returning on Oct 1, 2017
Total Days of School Lost	
Destination: Nike & Meet in Portla Address: Portland or City State	nd, OR - Yorthand Meadows
Address: Vortand 6K	7 in code
Name of Group Flagstuff H.S. Cross Ca	ountry # of Students 226
List of Teachers /Chaperones: P	lease include Cell #s
Trina Pounter 853 8171 Da	id Painter 853.2846
ANDUNAN Allen 630-589-4384 Ch	ns Pubs+ 520-955-2640
Jonette Boggess 607-5700 Ma	xx Crane 699-4153
Transportation: Bus Vans _to Phx <	Tflying to Portland
Is this an AIA event? Yes No	
If not, describe relation of trip to curriculum a very exposure to top ranked H.s. for college recruiting later.	competitive race with Teams + good opportunity
for college recording later.	/
How have parents been notified? Purent meeting	g, website, letter will be sent
Funding Source(s) Team accounts, Bis Students Contribute 100%	oster club funds
What assistance is available for students who can't afford to COUCH ANY HART CAN'T AFFORD	
Substitute(s) necessary Yes No Make sure you fi	
All above information fully o	completed.
Please attach the following that	apply to your trip
Parent Info Letter	
Your Leave Request	
A List of Students	
	consent form you will use for this trip
Vehicle Request	
Travel itinerary and activities Purchase Orders for Hotel, Travel	
Turchase Orders for Hotel, In	arei, and registration
-) Cull	Date
Building Level Administrative approval	
	Date
Superintendent approval	

June 26, 2017

To: FUSD School Board

On behalf of the FHS XC team coaching staff and student athletes, we would like to ask permission to participate in the Nike Portland XC invite this year to be held in Portland, Oregon on September 30. Both the boys and girls teams have won the state meet the past two years and the majority of the team will be returning as seniors. This is a talented and special group of hard working student athletes that would benefit greatly from the experience of this trip and competition. We will be flying out of Phoenix and will miss one day of school to attend this prestigious event.

Thank you for your consideration and continued support.

Sincerely

Trina Painter
Head Cross Country Coach
Flagstaff High School

Presentations

Contract Amendment No. 1

In accordance with Section VII.B. of the Terms and Conditions of the Agreement entered into between The Arizona State Schools for the Deaf and the Blind ("ASDB") and Flagstaff Unified School District #1 ("Participating School") (which may be referred to together as the "parties" and individually as a "party"), effective on or about July 15, 2017 (the "Agreement"), the parties hereby agree to modify the Agreement as set forth below. In the case of any conflict between this Contract Amendment No. 1 (the "Amendment") and the Agreement, the terms of the Amendment shall control.

1. Paragraph IV.B.3. shall be modified to add the following to the end of the paragraph:

"ASDB agrees to provide no less than 150 days' notice to Participating School of any increase(s) in the membership fee schedule before implementing such increase(s)."

- 2. Paragraphs VI.A.1. and 2. shall be replaced by the following:
 - "1. The duration of the Agreement shall be for one year after the date of execution."
 - "2. It may be extended for an additional 1 year upon approval of the parties' respective Governing Boards."
- 3. Section VII. shall be modified to add the following:
 - "N. Participating School shall have the right to request that ASDB provide to Participating School, on a monthly basis, copies of all records, notes, and documents in its files pertaining to any student of Participating School who is receiving or has received services from ASDB. Such a request may be made at any time during the duration of the Agreement and for a period of one year after termination or expiration of the Agreement. This obligation to provide copies of records does not replace ASDB's separate obligation to itself maintain such records."
- 4. Paragraph IV.B. shall be modified to add the following to the end of the paragaraph:

"ASDB shall provide appropriate special education services and equipment for Qualified Students in accordance with the child's IEP and shall cooperate in all ways reasonably necessary to deliver the services described in this Agreement. The services ASDB provides under this Agreement shall be of such quality as to meet or exceed any and all standards and requirements for such services that are contained in federal and state law and the student's IEP."

[SIGNATURES APPEAR ON FOLLOWING PAGE]

<u>ASDB</u>		
By: Name: Title:	Dr. Kristin Rex Assistant Superintendent	
FLAGSTAFF UNIF	IED SCHOOL DISTRICT #1	
By: Name: Title:		



Goals:

- 1. Maintain and Improve Comprehensive Student Opportunities and Services
- 2. Recruit and Retain Highly Qualified, Motivated, and Excelling Staff
- 3. Improve Student Preparedness and Mastery
- 4. Research and Create Desirable and Relevant Educational Opportunities and Services
- 5. Increase Public Engagement and Support for FUSD
- 6. Develop Diversified Partnerships and Revenue Opportunities

Calendar:

July 20

ICIIC	<u>ıaı.</u>	
•	July 10	Arizona Superintendents' Collaborative Network/Phoenix (Goal 4)
•	July 11	Weekly meeting with Board President Christine Fredericks (Goal 1)
•	July 11	Weekly Meeting with Assistant Superintendent Mary K. Walton (Goal 1, 3)
•	July 11	Meeting with Ken Garland (Goals 5, 6)
•	July 11	Weekly Cabinet Meeting (Goal 1)
•	July 11	Governing Board Meeting (Goals 1, 5)
•	July 12	Weekly Meeting with Director of Finance Scott Walmer (Goals 1, 6)
•	July 12	Board Docs Demonstration (Goal 5)
•	July 12	Site Visit- Puente de Hozho/Robert Kelty (Goals 1, 3)
•	July 13	Site Visit- Killip/Joe Gutierrez (Goals 1, 3)
•	July 13	Individual Meeting- Kara Kelty (Goals 1, 5)
•	July 13	Site Visit- Sechrist/John Albert (Goals 1,3)
•	July 15	Movies on the Square/FUSD co-sponsor (Goal 5)
•	July 17	Meeting with District Relations Coordinator Karin Eberhard (Goal 5)
•	July 17	Interview with Suzanne Adams/Arizona Daily Sun (Goal 5)
•	July 17	Weekly Meeting with Director of Finance Scott Walmer (Goals 1, 6)
•	July 17	Meeting with Human Resources Director Dawn Anderson (Goal 2)
•	July 17	Site Visit- Sinagua/Terri Popham and Administrative Team (Goals 1, 3)
•	July 17	Site Visit- Marshall/John Coe (Goals 1, 3)
•	July 17	Site Visit-Coconino High School/Stacie Zanzucchi (Goals 1,3)
•	July 17	Individual Meeting- Dr. Carol Haden (Goals 1, 5)
•	July 18	Weekly meeting with Board President Christine Fredericks (Goal 1)
•	July 18	Weekly Meeting with Assistant Superintendent Mary K. Walton (Goal 1, 3)
•	July 18	Site Visit- Knoles/Pete Galvan (Goals 1, 3)
•	July 18	FUSD Foundation Meeting (Goals 5, 6)
•	July 18	Weekly Cabinet Meeting (Goal 1)
•	July 18	Site Visit- Cromer/Traci Gordon (Goals 1, 3)
•	July 18	Governing Board Meeting (Goals 1, 5)
•	July 19	Site Visit- Killip/First Day of School (Goal 5)
•	July 19	Weekly Meeting with Assistant Superintendent Bob Kuhn (Goal 1)
•	July 19	Site Visit- Summit High School/Chris Koenker (Goals 1, 3)
•	July 19	Site Visit-Flagstaff High School/Tony Cullen, Adminstrative Team (Goals 1, 3)
•	July 19	Individual Meeting- Kathryn Kozak (Goals 1, 5)
•	July 20	Weekly Meeting with District Relations Coordinator Karin Eberhard (Goal 5)
•	July 20	Weekly Meeting with Human Resources Director Dawn Anderson (Goal 2)
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August 8, 2017 47

Site Visit- DeMiguel/Ninon Wilson (Goals 1, 3)

 July 24 	Meeting with Mayor Coral Evans (Goal 5)
• July 24	Meeting with Brent Neilson/CAVIAT (Goals 1, 3, 6)
• July 24	Site Visit-Mt. Elden Middle School/Tom Safranek, Administative Team (Goals 1,3)
• July 24	Site Visit- Leupp Elementary/Ryan Chee (Goals 1, 3)
 July 25 	Weekly meeting with Board President Christine Fredericks (Goal 1)
 July 25 	Site Visit- Camp Colton/Mary K. Walton and Mary Giannola (Goals 1, 6)
 July 25 	Site Visit- Thomas Elementary/Frank Garcia (Goals 1, 3)
 July 25 	Weekly Cabinet Meeting (Goal 1)
 July 26 	KAFF interview with District Relations Coordinator Karin Eberhard (Goal 5)
 July 26 	Meeting with Mary Walton and Cathy Cox/Student Support Services (Goal 1)
 July 26 	Weekly Meeting with Assistant Superintendent Bob Kuhn (Goal 1)
 July 26 	Meeting with Jim Walker/The Trust and Bob Kuhn (Goals 1, 6)
 July 26 	Site Visit- Northern Arizona Distance Learning/Renee Rosales (Goals 1, 3)
 July 26 	Site Visit- Kinsey Elementary/Tammy Nelson (Goals 1, 3)
 July 27 	Meeting with Mary Knight and Rick Smith/Technology Department (Goal 1)
 July 27 	Weekly Meeting with District Relations Coordinator Karin Eberhard (Goal 5)
 July 27 	Meeting with Dr. Smith and Tour of Coconino Community College (Goals 4, 6)
 July 27 	Meeting with Kerry Blume/Board Retreat Planning (Goals 1, 5)
 July 31 	Meeting with Steve Peru/United Way (Goals 5, 6)
• August 1	Bond Oversight Committee (Goals 1, 5, 6)
• August 1	Weekly meeting with Board President Christine Fredericks (Goal 1)
• August 1	Weekly Meeting with Assistant Superintendent Mary K. Walton (Goal 1, 3)
• August 1	Meeting with Exceptional Student Services Director Susan Smith (Goal 1)
• August 1	Weekly Cabinet Meeting (Goal 1)
• August 2	New Teacher Orientation/Superintendent's Welcome (Goal 2)
• August 2	Weekly Meeting with Assistant Superintendent Bob Kuhn (Goal 1)
• August 2	FUSD Foundation Grant Request (Goals 5, 6)
• August 2	Site Visits- Registration at FHS, Sechrist, Marshall (Goals 1, 5)
• August 3	FEA New Teachers' Breakfast (Goal 2)
• August 3	Weekly Meeting with Human Resources Director Dawn Anderson (Goal 2)
• August 3	Substitute Training/Superintendent's Welcome (Goal 2)
• August 3	Meeting with NAU President Rita Cheng (Goals 4, 6)



Board Summary August 8, 2017

CocoNuts Report on Trip to Washington, DC

Two Coconino High School students, Prescott Mahon & Zach DeHaven attended a robotics conference in Washington, DC this summer. The focus of the conference was learning how to garner support from elected officials for robotics teams. The two students will give a short presentation about their trip and what they learned.

Website Update

Karin Eberhard will give a short update on the changing of website template that was made over the summer.

FUSD Highlights

Highlights and good news for the August 8, 2017 FUSD Governing Board Meeting will include:

- KinderCamp
- 4th of July Parade
- 1st day of school for Killip
- 1st day of school for Leupp
- Movies on the Square
- Teacher Supply Drive

Submitted by: Karin Eberhard, FUSD District Relations Coordinator.

Date: August 8, 2017

Assistant Superintendent Curriculum & Instruction Report

Executive summary –

Goal #1: Maintain and improve comprehensive student opportunities and services.

Goal #3: Improve student preparedness and mastery.

Goal #4: Research and create desirable and relevant education opportunities and services

- 1. Cathy Cox, Coordinator of Student Support Services, will provide to the board current student policies that pertain to bullying/harassment for review, discussion and possible revisions. Any suggested changes to policy will then be taken to legal counsel for further recommendations. Information regarding the reporting platforms and PBIS (Positive Behavior Intervention Strategies) will also be included.
- 2. Dr. Robert Hagstrom, Director of Research and Assessment, will collaborate with the board to determine preferred format presentation for the upcoming AZMerit Scores. Dr. Hagstrom will deliver the AZMerit information at a future board meeting once public presentation is no longer embargoed by ADE.
- 3. Willow Bend MOU information provided to the board regarding the renewal of Memorandum of Understanding between FUSD and Willow Bend. This document supports the educational support in the area of environmental education via in-classroom lessons, activities, and presentations for fourth grade students. If there is funding available at the end of the school year for additional programs, Willow Bend will open their services to other grade levels. FUSD schools will continue to have the opportunity to request Willow Bend presentations through the use of tax credit monies. Possible action will be taken at the August 22nd, board meeting.

8/8/17

Mary K. Walton

Student Support Services: Student Violence, Harassment, Intimidation and Bullying Report

AUGUST 8, 2017
MARY K. WALTON, M.ED. – ASSISTANT SUPERINTENDENT C & I
CATHY COX – STUDENT SUPPORT SERVICES COORDINATOR

FUSD Reporting Platforms -

- AZ Safe (Arizona Safety Accountability for Education) Statewide initiative to improve the quality and use of safety/discipline data by schools and districts. Reports are extracted by ADE and federal government. Tier 3 infractions are required reporting.
 - * Data is used locally to impact conditions and
 - * Aligns to Positive Behavior Supports and Response to Intervention
- SWIS (School Wide Information System) Data collection for school site information regarding Tier 1 & 2 infractions that support PBIS implementation.

2016 – 2017 FUSD AZ Safe Data:

Total reports of harassment, threat, & intimidation (district wide)

59 (4.56% of total reported violations)

- On campus reported 37
 Off campus reported 22
- Of the 59 reports, one report went to district level investigation.

August 8, 2017

PBIS in action:

- Representation from every school site
- Monthly meetings
- Data analysis to identify trends, needs, solutions
- Strategies and interventions shared
- District team does site visits for consistency
- SET evaluations done at year end of sites

August 8, 2017

• Thank you for your thoughts, suggestions, feedback.

JICK STUDENT VIOLENCE / HARASSMENT / INTIMIDATION / BULLYING

(Bullying, Intimidation and Harassment Other than Sexual Harassment)

Purpose

Students have the right to a safe and supportive school culture of acceptance in which all students are treated with respect. Individuals shall not bully, intimidate or harass any student, employee or any other person on school grounds, school property, school buses, school bus stops or at school-sponsored events and activities. Nor shall any student encourage, solicit, aid or abet another student in the bullying, harassment or intimidation.

Definition of Harassment, Intimidation and Bullying

For the purpose of this policy, harassment, intimidation and bullying means any unwanted action which may include a gesture, any written, verbal, physical conduct or any electronic communication whether a single incident or a series of incidents based on real or perceived actions towards any person, person's friends, relatives or associates, or groups for any reason including but not limited to someone's race, color, national origin, ethnicity, religion, disability, age, sex, gender expression or identity or sexual orientation.

Adopted: June 28, 2011

LEGAL REF.:

A.R.S.

13-1202

13-1203

<u>13-1204</u>

<u>13-2321</u>

13-2916

<u>13-2921</u>

<u>13-3506.01</u>

<u>15-341</u>

JICK-R

REGULATION

STUDENT VIOLENCE / HARASSMENT / INTIMIDATION / BULLYING

(Bullying, Intimidation and Harassment) Other than Sexual Harassment)

Procedures for Making Formal Complaints

A student who believes he or she has been the victim of or is a witness to bullying, intimidation, or harassment shall immediately notify any teacher, counselor, paraprofessional, school administrator or any other District employee (i.e., bus driver, safety resource officer, food service, custodian, etc.).

The District employee receiving the report/complaint or personally witnesses bullying, intimidation, or harassment, shall immediately report the incident to the appropriate principal, other administrator, or supervisor.

All written complaints of bullying, intimidation, and harassment, shall be documented on the District's complaint form, JICK-EA, Bullying, Intimidation, and Harassment Complaint Form, which is available from the principal or other administrator. Verbal reports of bullying, intimidation, and harassment will be put in writing by the individual complaining or by the person who receives the complaint. Both the person making the complaint and the person completing the complaint form will sign the form (complaint Form JICK-EA).

A parent whose child has been a victim of bullying, intimidation, or harassment, or who has otherwise become aware of such behavior, is encouraged to report the behavior to the school administrator. The complaint should be documented on the Districts complaint Form JICK-EA.

Failure to report an alleged incident of bullying, intimidation, or harassment may subject the District employee to disciplinary action.

Confidentiality of those involved shall be preserved, disclosing information only to the appropriate school administrator/supervisor or as otherwise required by law.

Acts of retaliation or reprisal are prohibited. A person who commits an act of retaliation or reprisal shall be subject to disciplinary action.

Knowingly submitting a false report under Policy JICK or this regulation may subject the student to disciplinary action.

Procedures for Investigation of Report/Complaint

The building principal, other administrator shall immediately ensure the safety of the student and immediately initiate an investigation of all allegation(s) of bullying, intimidation, or harassment. The parent(s) of all parties involved will be contacted within twenty-four (24) hours by the building administrator. The completion of the full investigation shall not exceed five (5) days during the school year, or ten (10) days when school is not in session. The investigation may include interviews of students involved, including the alleged victim(s), perpetrator(s), and witnesses.

Prior to the end of time period, the school administrator shall meet with the student and parent who reported/complained to discuss conclusions and actions and will prepare a written report of findings, utilizing Form JICK-EB.

Consequences

All violations of Policy JICK shall be treated in accordance with the appropriate procedures and penalties proposed by A.R.S. <u>15-341</u> and provided for under Policy JIC, Student Conduct and Policy JK, Student Discipline. Consequences for students range from an informal talk up to and including expulsion as explained in student discipline policies.

Prevention

Each principal or other administrator has the responsibility of maintaining an educational environment free of bullying, intimidation, and harassment. Principals or other administrators shall take appropriate actions to reinforce the School District's bullying, intimidation, and harassment policy. These actions will include:

- Provide staff in-service training once each school year.
- Provide student instruction at the elementary, middle, and high school levels about bullying, intimidation, and harassment.
- Policy JICK, Student Violence/Harassment/Intimidation/Bullying, and this reporting procedure shall be discussed each school year. Discussions shall be carried out in age-appropriate ways, and should assure students that they need not endure any form of bullying, intimidation, or harassment.
- Written copies of District policy regarding bullying, intimidation, and harassment, are available on the District website, student handbooks for each school site, and online for staff.
- Administrators, supervisors, and staff shall provide additional information for students, parents, and staff on the procedures for reporting bullying, intimidation, and harassment on an as-needed basis.
- Bullying, intimidation, and harassment posters must be posted in or near the office of all sites. The poster must contain the purpose, definition, and reporting procedure (using developmentally appropriate language).

Memorandum of Understanding Between Willow Bend Environmental Education Center and Flagstaff Unified School District for Environmental Education Programs in the Classroom



Together, the Parties enter into this Memorandum of Understanding to advance environmental education. Accordingly, Willow Bend Environmental Education Center (WBEEC; a 501(c)(3) non-profit organization) and Flagstaff Unified School District (FUSD), operating under this MOU agree as follows:

I. PURPOSE AND SCOPE

- A. The purpose of this MOU is to provide instructional support in the area of environmental education via in-classroom lessons, activities, and presentations with an interdisciplinary approach and emphasis on student "hands-on" experience.
- B. WBEEC agrees to provide staff with valid fingerprint clearance card, materials, and resource personnel to administer the environmental education programs described above.
- C. Forty one-hour classroom programs will be offered to teachers across the district. Preference will be given to fourth grade teachers who may sign up for two standards-aligned programs focused on the human history of Northern Arizona. Any additional available programs (up to the maximum of forty-five) will be offered to K-5 teachers across the district. Program topics may be selected from the entire suite of Willow Bend classroom programs. Willow Bend will work with school "contact teachers" to determine appropriate scheduling of all programs.
- D. FUSD agrees to allow classroom instruction time for environmental education under the supervision of each school's contact teacher(s).

II. FUNDING

In exchange for the WBEEC's services provided above, FUSD will commit \$4,091 payable to Willow Bend Environmental Education Center upon receipt of invoice from WBEEC. FUSD funding is contingent upon available funds. If for unforeseen events the funding is not available, FUSD will immediately notify WBEEC to pay for services rendered and cancel any future programs.

III. EFFECTIVE DATE and DURATION

This MOU shall be effective and the parties are bound by the terms of this MOU beginning August 10th, 2017, and this agreement shall continue to be binding upon the parties until June 30, 2018.

IV. POINTS of CONTACT

Each party will appoint a person to serve as the official contact and coordinate the activities of each organization in carrying out this MOU. The initial appointees of each organization are:

Cassandra Roberts

Willow Bend Environmental Education Center, Education Program Director 928-779-1745 or cassandra@willowbendcenter.org

Mary K. Walton

Flagstaff Unified School District, Assistant Superintendent - Curriculum & Instruction 928-527-6021 or mwalton@fusd1.org

V. AUTHORIZATION

On behalf of the organization I represent, I wish to sign this MOU and contribute to its implementation and success.

VI. CANCELLATION FOR CONFLICT OF INTEREST

Organization: Willow Bend Environmental Education Center

This Agreement is subject to the cancellation provisions of A.R.S. § 38-511.

Name/ Title: Cassandra Roberts/Education Program Director

July 10th, 2017

Signature Date

Organization: Flagstaff Unified School District

Name/ Title:

Date

BOARD SUMMARY for August 8, 2017 presented by: Mary K. Walton, M.Ed. Assistant Superintendent of Curriculum & Instruction Report

Governing Board Goals:

- 1. Maintain and improve comprehensive student opportunities and services
- 2. Recruit and retain highly qualified, motivated, and excelling staff
- 3. Improve student preparedness and mastery
- 4. Research and create desirable and relevant educational opportunities and services
- 5. Increase public engagement and support for FUSD
- 6. Develop diversified partnerships and revenue opportunities

Wednesday, July 12,

- Facilitated 301 professional development day planning committee
- Attended the BoardDocs software presentation

Thursday, July 13,

• Meeting with Friends of Camp Colton and Mary Giannola, Camp Colton Coordinator

Monday, July 17,

- EEI (employee evaluation instrument) steering committee membership includes Dawn Anderson- HR Director, Dawn Trubakoff Professional Development Coordinator, Robert Hagstrom Director of Research and Assessment
- Facilitated 301 professional development day planning committee
- Meeting with Program Specialists and Susan Smith, Exceptional Student Services Director

Tuesday, July 18,

- Weekly meeting with Superintendent Penca
- Weekly cabinet meeting
- Meeting with high school administrators to discuss Bi-literacy Seal and high school credit received in middle school

Tuesday, July 25,

- Weekly meeting with Superintendent Penca drove to Camp Colton to introduce Mr. Penca to the site
- Site visitation to Knoles Elementary to review construction for Beacon program
- Weekly cabinet meeting

Wednesday, July 26,

- Meeting with Mr. Penca, Bob Kuhn, and Chris Koenker to discuss possible service from North Country Health at Summit High School for SY 17-18
- Meeting with Cathy Cox, Coordinator of Student Services
- Meeting with 301 planning group
- Data meeting for AZMerit discussion

Thursday, July 27,

• Meeting with parent and Principal Safranek at MEMS for scheduling options this year

Tuesday, August 1,

- Weekly meeting with Superintendent Penca
- Weekly cabinet meeting

Wednesday, August 2,

- New teacher orientation training day
- Participated with three grant options from the AZ Community Foundation (Link UP, Mathematics, Friends of Camp Colton

Thursday, August 3,

• Greeting for substitute teachers

Monday, August 7,

• 301 training day for teachers

Tuesday, August 8,

- Opening day for teachers event held at FHS new auditorium
- Weekly cabinet meeting

BOARD SUMMARY

MEETING DATE: August 8, 2017

FUSD Property Tax Rate Summary for the 2017-2018 School Year

EXECUTIVE SUMMARY:

Goal 5. Develop Diversified Partnerships and Revenue Opportunities

Legislation was enacted this year that has substantially changed the way property tax rates are calculated for our District.

Neither cash on hand nor encumbrances are now considered in the calculation. In the past, cash on hand was a subtraction and encumbrances were an addition to the annual levy. This allowed districts to avoid using credit by maintaining a small cash balance. This became more important a few years ago when the final two scheduled state equalization payments were delayed permanently to the subsequent year.

Dropout Prevention funding was not included in the new statute. The FUSD levy will be short by \$115,870.

For districts that find themselves in cash deficit situations the remedy provided is to seek authorization for additional levy from the County Board of Supervisors. It is not likely that FUSD will use this solution in FY 2018.

RECOMMENDED ACTION:

Information only.

Scott Walmer, Director of Finance



Primary & Debt Service/Override Valuations — 10 yrs

FY 2018 Tax Levy worksheet

FY 2018 Tax Projections

Qualifying Tax Rates — 10 yrs

Total Tax Rates — 12 yrs

Governing Board Meeting August 8, 2017

Flagstaff Unified School District #1 Assessed Valuations Last 10 Fiscal Years

Fiscal Year	Primary Assessed Valuations	% of Change	Secondary Assessed Valuations	% of Change
2018	\$1,141,836,250	5.10%	\$1,266,549,805	9.20%
2017	\$1,086,467,342	3.24%	\$1,159,818,422	6.25%
2016	\$1,052,355,072	1.93%	\$1,091,553,274	4.83%
2015	\$1,032,443,414	-0.33%	\$1,041,219,198	0.66%
2014	\$1,035,897,607	-13.74%	\$1,034,382,290	-13.83%
2013	\$1,200,840,727	-2.76%	\$1,200,403,857	-4.12 %
2012	\$1,234,921,625	-6.73%	\$1,251,920,817	-10.82%
2011	\$1,324,013,712	4.72%	\$1,403,781,932	-5.02%
2010	\$1,264,349,893	10.00%	\$1,478,020,701	4.52%
2009	\$1,149,388,300	12.30%	\$1,414,083,728	19.70%

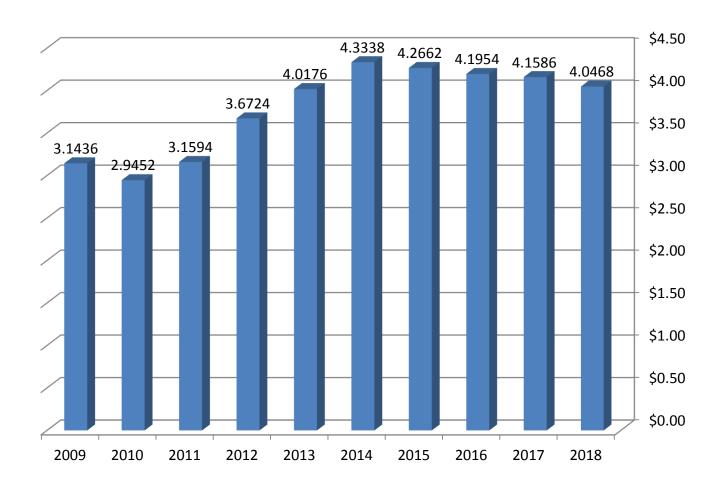
August 8, 2017

Flagstaff Unified School District # 1 State Qualifying Tax Rate (QTR) History for 10 Fiscal Years

Fiscal Year (FY)	Qualifying Tax Rate (QTR)*
2018	\$4.0468
2017	\$4.1586
2016	\$4.1954
2015	\$4.2660
2014	\$4.3338
2013	\$4.0176
2012	\$3.6724
2011	\$3.1594
2010	\$2.9452
2009	\$3.1436

^{*}The QTR's are for FUSD and include Career Ladder up through FY 2015, which ranged from \$ 0.24 to \$ 0.04 (2015) additional per year.

State Qualifying Tax Rate (QTR)



Flagstaff Unified School District #1 Tax Rate Projections - Primary & Debt Service/Override for August 2017 Levy (FY 2018)

Tax Rate Categories	FY 2017 Tax Rates	FY 2018 Projected Tax Rates	Projected Differences	
Primary Tax Rates:				
Maintenance & Operation	\$4.2405	\$3.9689	-\$0.2716	
District Additional Assistance	\$0.1219	\$0.0454	-\$0.0765	
Adjacent Ways	\$0.0284	\$0.0392	\$0.0108	
Total Primary Tax Rate	<u>\$4.3908</u>	<u>\$4.0535</u>	<u>-\$0.3373</u>	
Debt Service/Override Tax Rates:				
Debt Service	\$0.4403	\$0.4142	-\$0.0261	
Overrides	\$0.7370	\$0.7139	-\$0.0231	
Total Debt Service/Override Tax Rate	<u>\$1.1773</u>	<u>\$1.1281</u>	<u>-\$0.0492</u>	
			·	
Totals for FUSD Primary &				
Debt Service/Override Tax Rates	\$5.5681	\$5.1816	-\$0.3865	

^{*} The Department of Revenue will be adjusting Homeowner (Primary AZ Residence) rebate percentages to offset homeowner tax shifts resulting from lowering the assessment ratios for commercial properties. The rebate is estimated to be set at about 48.75% for 2017-2018 taxes. The homeowners rebate is actually called Additional State Aid and requires the State to pay a portion of each homeowner's primary property taxes up to a maximum of \$600. The rebate applies only to a taxpayer's primary AZ home.

Comparison of FUSD TAXES* for FY 2016, FY 2017 and FY 2018

	\$100,000 House FY 2016		\$100,000 House FY 2017			\$100,000 House FY 2018		
FUSD Tax Type	Tax Rate	Taxes	Tax Rate	Taxes		Tax Rate	Taxes	
FUSD Primary Tax	\$4.28	\$428.00	\$4.39	\$439.00		\$4.05	\$405.00	
FUSD Debt Service/Override Tax	\$1.18	\$118.00	\$1.18	\$118.00		\$1.13	\$113.00	
Overall Rates and Taxes	\$5.46	\$546.00	\$5.57	\$557.00		\$5.18	\$518.00	
Primary Homeowner's Rebate	-\$1.66	-\$166.00	-\$1.89	-\$189.00		-\$1.79	-\$179.00	
Total Net Rates and Taxes	\$3.80	\$380.00	\$3.68	\$368.00		\$3.39	\$339.00	

If House Increases in Value:

If House Increases in Value by 1% in FY 2018, the property value would be \$101,000 and the total taxes for FUSD would be \$523, or an increase of \$5.00.

August 8, 2017

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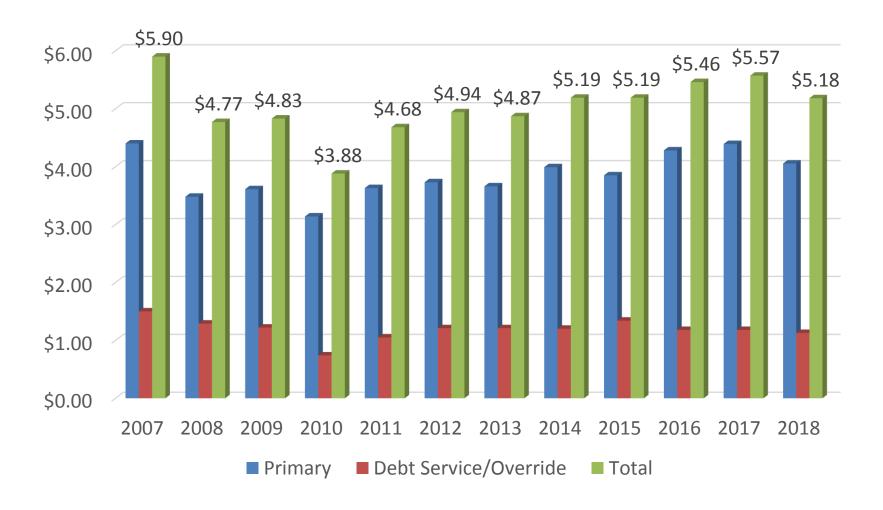
^{*}School Districts are limited by State government to a regulated budget capacity/spending authority. Budget capacity is supported by cash from State aid and property taxes. Cash balances are important in setting each year's levy.

Flagstaff Unified School District #1 District Property Tax Rates 2007-2018 for 12 Fiscal Years

		Debt Service/		
Fiscal Year	Primary Tax	Override Tax	Total	
2018 - Est.	\$4.05	\$1.13	\$5.18	
2017	\$4.39	\$1.18	\$5.57	
2016	\$4.28	\$1.18	\$5.46	
2015	\$3.85	\$1.34	\$5.19	
2014	\$3.99	\$1.20	\$5.19	
2013	\$3.66	\$1.21	\$4.87	
2012	\$3.73	\$1.21	\$4.94	
2011	\$3.63	\$1.05	\$4.68	
2010	\$3.14	\$0.74	\$3.88	
2009	\$3.61	\$1.22	\$4.83	
2008	\$3.48	\$1.29	\$4.77	
2007	\$4.40	\$1.50	\$5.90	

August 8, 2017

Flagstaff Unified School District #1 District Property Taxes 2007 - 2018



Thank you!

Operations and Support Services Board Meeting August 8, 2017

Support Services:

Mary Knight, Director of Technology, will present information regarding the proposed purchase of iPads for elementary schools, K-5 teachers and administrators. This will be an action item at the meeting on August 22, 2017.

The maintenance team has been working at each school cleaning up the outside out and trimming the grass and bushes. The new custodial company, SSC, is still hiring at this time and is currently staffed at about 85%. They have been team-cleaning the buildings and working on training with their current employees. We have scheduled the TRUST to train their employees and our new employees on updated Crossing Guard job skills.

I've included some Information from the Arizona Department of Education about the Summer Food Service Program in our schools.

Pursuant to the Code of Federal Regulations §222.91 and Governing Board Policy IHBJ, the Governing Board must annually approve the district's Indian Education policies and procedures and assure that the district has established policies and procedures in consultation with and based on information from tribal officials and parents of those children residing on Indian lands who are Indian children in order to receive payment under section 7003 of the Act for children residing on Indian lands (Impact Aid). Elaine Kasch, Indian Education Support Program Supervisor, will be present at the meeting to provide additional information and answer any questions from the Board. This will be an action item at the meeting on August 22, 2017.

Construction Projects:

I will present a Power Point that will update the board on all the construction projects including Flagstaff High School, Knoles, DeMiguel, and Marshall.

I'll also provide an update on the Welding Shop remodel project at Flagstaff High School.

Bob Kuhn Assistant Superintendent

BOARD SUMMARY

MEETING DATE: August 8, 2017
iPads for Elementary Refresh Phase II
EXECUTIVE SUMMARY:

As presented to and approved by the Bond Oversight Committee, the Technology Department and Bond Project Team recommend iPads be purchased for elementary schools, K-5 teachers and administrators.

New iPads will replace the existing student iPads which are housed on carts and are out of date. This purchase will be Phase II of the elementary iPad refresh and includes one-half of all K-5 carts and teacher iPads. iPad carts in elementary schools included in Phase I were completed in June 2017 (Cromer, DeMiguel, Killip, Kinsey, Leupp). In addition to the iPads, cases will be purchased to protect iPads for student and staff use. Teacher and administrator iPads will be refreshed and associated professional development on the upgraded capabilities of their new iPad will be provided.

The purchase price for Phase II iPads for student carts, iPads for teachers, administrators and associated cases is \$439,516.39. Bond monies will be used for the proposed purchase.

An action item will be included in the August 22, 2017 governing board meeting agenda for possible approval of funds for the purchase.

Mary Knight, Director of Technology/Bob Kuhn, Asst. Superintendent, Support Services

Summer Food Service Program in Full Swing

July 7th, 2017



The Arizona Department of Education's Summer Food Service Program is up and running across the state. The program is open to everyone under 18 years of age, regardless of age, race, income, or disability, and provides food to Arizona's students during the summer vacation period.

We visited during the first week of operation for the Flagstaff program Arizona Department of Education (ADE) employees Lindsay Talbot and Satiria Clayton were onsite from Phoenix to facilitate in the event of any unexpected problems. The program appeared to be off to a smooth, if busy, start.

We dropped by Marshall Elementary School, where students snacked on hot meals of macaroni in meat sauce, steamed broccoli, with oranges and their choice of milk.

Members of the Family and Community Teaming for Schools (FACTS) kept more than one hundred kids entertained and fairly orderly as they waited for their lunches in the

school gymnasium. This as a tall order, given all of the first-day excitement, and an estimated 140 kids expected to take part in the lunch program today.



Not all of the programs are so big. We stopped by the Flagstaff Library, where librarian Suzanne Martin expected to provide 40 lunches. On the other hand, some are much larger. The last stop of the day, Kinsey Elementary provides 400 lunches to children, Monday through Friday.

PARTNERS IN THE COMMUNITY

Many charitable and public volunteer organizations participate in ADE's School Nutrition Program. Saint Mary's Food Bank provides meals not just to students, but adults. In several of the Flagstaff schools, they provide meals for the parents of students.

HOW YOU CAN PARTICIPATE

For those who wish to make use of the School Nutrition Program, the Flagstaff Unified School District's (FUSD) summer food program starts this week. The FUSD administers eight school food programs, at eight locations. You can also find out more by texting FOOD to 877-877. In addition to the eight locations administered by FUSD, there are another eight locations that are provided by private and charity organizations in the Flagstaff area.

For those interested in helping out, please contact the participating organizations or FUSD. There are many, many, ways to be involved in this important program to keep our Arizona kids happy and healthy.

School lunches are a primary source of healthy nutrition for many low income, foster, and homeless students, and providing funds for the program through the Department of Education allows Arizona to provide food during this gap period in locations designed to provide children with fun and safety.

This summer we're making sure Arizona is full of happy faces, not hungry faces.

§ 222.91 What requirements must a local educational agency meet to receive a payment under section 7003 of the Act for children residing on Indian lands?

- (a) To receive a payment under section 7003 of the Act for children residing on Indian lands, an LEA must -
- (1) Meet the application and eligibility requirements in section 7003 and subparts A and C of these regulations;
- (2) Except as provided in paragraph (b) of this section, develop and implement policies and procedures in accordance with § 222.94; and
- (3) Include in its application for payments under section 7003 -
- (i) An assurance that the LEA established these policies and procedures in consultation with and based on information from tribal officials and parents of those children residing on Indian lands who are Indian children, except as provided in paragraph (b) of this section;
- (ii) An assurance that the LEA has provided a written response to the comments, concerns and recommendations received through the Indian policies and procedures consultation process, except as provided in paragraph (b) of this section; and
- (iii) Either a copy of the policies and procedures, or documentation that the LEA has received a waiver in accordance with the provisions of paragraph (b) of this section.
- (b) An LEA is not required to comply with § 222.94 with respect to students from a tribe that has provided the LEA with a waiver that meets the requirements of this paragraph.
- (1) A waiver must contain a voluntary written statement from an appropriate tribal official or tribal governing body that -
- (i) The LEA need not comply with § 222.94 because the tribe is satisfied with the LEA's provision of educational services to the tribe's students; and
- (ii) The tribe was provided a copy of the requirements in § 222.91 and § 222.94, and understands the requirements that are being waived.
- (2) The LEA must submit the waiver at the time of application.
- (3) The LEA must obtain a waiver from each tribe that has Indian children living on Indian lands claimed by the LEA on its application under section 7003 of the Act. If the LEA only obtains waivers from some, but not all, applicable tribes, the LEA must comply with the requirements of § 222.94 with respect to those tribes that did not agree to waive these requirements.

(Approved by the Office of Management and Budget under control number 1810-0036)

(Authority: 20 U.S.C. 7703(a), 7704)

[81 FR 64743, Sept. 20, 2016]

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INDIAN EDUCATION

(Participation of Indian parents and tribes in the educational process pursuant to special impact aid provisions for local educational agencies that claim entitlements based on the number of students residing on Indian lands)

The Governing Board shall give tribal officials and parents of Indian students the opportunity to comment on the participation of Indian students on an equal basis in the school program with all other students educated by the District. The District shall disseminate to tribal officials and parents of Indian students any evaluations of education programs assisted with funds provided under the Special Impact Aid Act, and any program plans for education programs that the District plans to initiate or eliminate.

The District will actively consult and regularly involve tribal officials and parents of Indian students in the planning and development of education programs assisted with funds provided under the Special Impact Aid Act and will afford tribal officials and parents of Indian students an opportunity to make recommendations concerning:

- The needs of their children.
- The ways by which they can assist their children in realizing the benefits to be derived from the education programs assisted with funds provided under the Special Impact Aid Act.
- Their overall views on the education program in the District, including:
- The operation of the District's education program.
- The degree of parental participation allowed.

Adopted: November 10, 2009

LEGAL REF.: A.R.S. 15-205 20 U.S.C. 7701 et seq.

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REGULATION

INDIAN EDUCATION

Tribal officials and parents of Indian students shall have the opportunity to comment on the participation of Indian students pursuant to Policies ABA, AC, AD, BEDBA, and BEDH. Further, the District will schedule at least three (3) meetings each year for the specific purpose of receiving input on issues relating to provisions of the Special Impact Aid Act, in order to better serve the needs of the students affected by this act. The meetings will be held in one (1) of the schools or the central administration building, normally beginning at 7:00 - 7:30 p.m. Minutes will be taken and assessed in order to modify policies and procedures as appropriate, based on input received at these meetings, such that the students are better served.

BOARD SUMMARY FOR AUGUST 8, 2017

Governing Board Goals:

Goal #2 - Recruit and retain highly qualified, motivated, and excelling staff

Director of Human Resources

Presentations

- 1) Subject: Presentation on FUSD Hiring Practices.
 - a) **Purpose:** Administration seeks to provide education on the hiring practices of the Flagstaff Unified School District.
 - b) **Background**: The Governing Board has the legal responsibility for approving the employment of all employees. While the responsibility cannot be waived, the Board assigns to the Superintendent the process of recruiting staff members. In carrying out this responsibility, the Superintendent may involve other staff members as needed. This is in accordance with Governing Board Policy GCF Professional Staff Hiring and GDF Support Staff hiring.
- 2) **Subject:** Presentation on changes from the Arizona of Department of Education.
 - a) **Purpose:** Administration seeks to provide education on the changes from the Arizona Department of Education related to certification requirements.
 - b) Background: Arizona Department of Education changed their requirements for from being Highly Qualified to Appropriately Certified earlier this year. Additionally, in an effort to address the teacher shortage ADE has reinstated Emergency Teaching Certificates, developed reciprocity guidelines and created a New Student Teaching Intern Certificate.

- 3) **Subject:** Presentation on Extra Duty for Extra Services Schedule 2017-2018.
 - a) **Purpose:** Administration seeks Governing Board Approval for the 2017-2018 Extra Duty for Extra Services Schedule.
 - b) Background: The Governing Board has the legal responsibility for approving compensation amounts for the District in accordance with Governing Board Policy GCBC Professional Staff Supplementary Pay Plans.
 - c) **Budget Impacts and Costs:** The compensation schedule appropriately reflects the allocations reflected in the 2017-2018 budget.
 - d) Recommendation: It is recommended that the Governing Board approve Special Service Contracts for employees listed herein under the Extra Duty for Extra Services Schedule.

Administrative Recommendation

1. It is the Administration's recommendation that the Governing Board approve Special Service Contracts for employees listed on the Coach and Club list based on the Extra Duty for Extra Services Schedule.

Dawn Anderson 8/8/2017

PROFESSIONAL STAFF HIRING

It shall be the policy of the District to employ and retain the best qualified personnel. This will be accomplished by giving careful consideration to qualifications and by providing competitive salary schedules within the financial capability of the District, adequate facilities, and good working conditions.

The Board has the legal responsibility of approving the employment of all employees. While this responsibility cannot be waived, the Board assigns to the Superintendent the process of recruiting staff members. In carrying out this responsibility, the Superintendent may involve other staff members as needed. All personnel selected for employment must be recommended by the Superintendent and approved by the Board. The Board adopts the following general criteria, which shall be utilized in the selection process for initial employment:

- There will be no discrimination in the hiring process due to race, color, religion, sex, sexual orientation, age, national origin, or disability of an otherwise qualified individual.
- Candidates for professional positions shall be qualified for and have the training necessary to perform the instructional duties or functions for which they have applied.
- Each candidate shall provide evidence of meeting state requirements for certification.
- Each candidate shall be requested to complete a consent-and-release form regarding conduct of a background investigation.
- A "background investigation" consisting of communication with the applicant's (or employee's) former employer that concerns education, training, experience, qualifications, and job performance for the purpose of evaluation for employment - shall be conducted on each individual to be considered for a recommendation of employment. Forms developed for this purpose are to be used.

Any employee's misstatement of fact that is material to qualifications for employment or the determination of salary shall be considered by the Board to constitute grounds for dismissal.

Before employment, schools or school districts shall verify the certification and fingerprint status of applicants who apply for school or school district positions that require certification.

Should the need arise to employ a teacher who meets the requirements for a conditional certificate before an applicant has obtained the appropriate valid fingerprint clearance card, the District may assist in obtaining the conditional certificate, and employ the teacher, by meeting all of the following conditions:

• The District verifies in writing on a form provided by the Arizona Department of Education (ADE) the necessity for hiring and placing the applicant into service before a fingerprinting check is completed.

- The District obtains from the Department of Public Safety a statewide criminal records check on the applicant. Subsequent criminal records checks must be completed every one hundred twenty (120) days until a permanent certificate is received.
- The District searches the criminal records of all local jurisdictions outside Arizona where the applicant has lived in the previous five (5) years.
- The District obtains references from the applicant's current employer and two (2) most recent previous employers, except that for applicants who have been employed for at least five (5) years by the most recent employer, only references from that employer are required.
- The District provides general supervision of the applicant until permanent certification is issued by ADE.

Upon recommendation for employment the District shall confirm employment authorization and employment eligibility verification by participating in the E-Verify program of the Department of Homeland Security's (DHS) U.S. Citizenship and Immigration Services Bureau (USCIS) and the Social Security Administration (SSA). The District will then complete the Form I-9 as required and maintain the form with copies of the necessary documents and documentation of the authorization and verification pending any inquiry.

The Superintendent of Public Instruction may also impose any additional conditions or restrictions deemed necessary.

Any person who permits unauthorized access to criminal history record information, releases criminal history record information, or procures the release or uses criminal history record information other than in accord with A.R.S. <u>41-1750</u> is guilty of a class 6 felony.

Adopted: February 26, 2013

LEGAL REF.:

A.R.S.

13-3716

15-502

15-503

15-536

<u>15-538.01</u>

15-539

<u>15-550</u>

23-211

23-212

<u>38-201</u>

<u>38-231</u>

38-232

38-766.01

41-1756

CROSS REF.:

GCB - Professional Staff Contracts and Compensation

GCO - Evaluation of Professional Staff Members

GDF

SUPPORT STAFF HIRING

It shall be the policy of the District to employ and retain the best qualified personnel. This will be accomplished by giving careful consideration to qualifications and by providing competitive wages within the financial capabilities of the District, adequate facilities, and good working conditions.

Recruitment of support staff personnel is the responsibility of the Superintendent. Other members of the administration and supervisory staff will assist as responsibilities are delegated by the Superintendent.

The Board adopts the following general criteria and procedures, which shall be utilized in the selection process for initial employment:

- There will be no discrimination in the hiring process due to race, color, religion, sex, age, national origin, sexual orientation and disability of an otherwise qualified individual.
- Candidates for all positions shall be physically and mentally able to perform the duties of the position job descriptions for which they have applied.
- Each candidate shall be requested to complete a consent-and-release form regarding conduct of a background investigation.
- A "background investigation" consisting of communication with the applicant's (or employee's) former employer that concerns education, training, experience, qualifications, and job performance for the purpose of evaluation for employment - shall be conducted on each individual to be considered for a recommendation of employment. Forms developed for this purpose are to be used.

Any employee's misstatement of fact that is material to qualifications for employment or the determination of salary shall be considered by the Board to constitute grounds for dismissal.

A district may hire and place a non-certificated employee into service before receiving the results of the mandatory fingerprint check. However, until fingerprint clearance has been received, an applicant who is required or allowed to have unsupervised contact with pupils cannot be hired and placed into service until:

- The District documents in the applicant's file the necessity for hiring and placing the applicant into service before a fingerprint check can be completed.
- The District obtains from the Department of Public Safety a statewide criminal records information check on the applicant. Subsequent criminal records checks are also required every one hundred twenty (120) days until the date that the fingerprint check is completed.
- The District obtains references from the applicant's current employer and two (2) most recent previous employers, except that for applicants who have been employed for at

- least five (5) years by the most recent employer, only references from that employer are required.
- The District provides general supervision of the applicant until the date the fingerprint check is completed.

Upon recommendation for employment the District shall confirm employment authorization and employment eligibility verification by participating in the E-Verify program of the Department of Homeland Security's (DHS) U.S. Citizenship and Immigration Services Bureau (USCIS) and the Social Security Administration (SSA) and shall have the employee complete the necessary parts of an Employment Eligibility Verification Form I-9 and provide acceptable documents as required before the employee begins any work for the District. The District will complete the Form I-9 and maintain the form with copies of the documents and documentation of the authorization pending any inquiry.

The District reports to the Superintendent of Public Instruction on June 30 and December 31 the number of applicants hired prior to the completion of a fingerprint check and the number of applicants for whom fingerprint checks have not been received after one hundred twenty (120) days and after one hundred seventy-five (175) days of hire.

Any person who permits unauthorized access to criminal history record information, releases criminal history record information, or procures the release or uses criminal history record information other than in accord with A.R.S. <u>41-1750</u> is guilty of a class 6 felony.

Adopted: April 23, 2013

LEGAL REF.:

A.R.S.

13-3716

15-502

15-512

23-211

23-212

38-201

<u>38-481</u>

41-1756

PROFESSIONAL STAFF SUPPLEMENTARY PAY PLANS

(Extra-Duty Pay)

Coordinators, Counselors, Psychologists, and Teachers: Extension of Contract, Hourly Rate for Extra Duty

Coordinators for distributive education, home economics related occupations, industrial cooperative education, cooperative office education, and other approved coordinators may receive an extension of contract of two (2) weeks.

All high school and middle school counselors and teachers employed for preregistration purposes prior to the opening of school shall be compensated at the rate of 0.045% times the maximum salary on the certificated salary schedule per hour.

Teachers who perform clerical or other nonprofessional duties will be compensated at the rate of ten dollars (\$10) per hour.

Psychologists shall not be assigned extra duties except in emergency situations.

All teachers employed during lunchtime who waive their right to a "thirty (30) minute consecutive duty free lunch" (District Policy GCL) shall be compensated per each lunch duty at a rate to be set by the Superintendent.

Multiple School and Extra Class Assignments

Every effort should be made to limit the number of schools assigned to a traveling teacher to not more than two (2) schools in one day.

Every secondary traveling teacher will be provided with preparation time, in accordance with the guidelines of the North Central Association.

Within their teaching schedule, every elementary traveling teacher will be provided time for preparation (two hundred [200] minutes per week) and for travel.

Each school principal will provide adequate storage facilities for traveling teachers assigned to each school.

Traveling teachers will report to the first school assignment each day at the regular time for all teachers assigned to that school and will remain at the last school assignment each day until the

regular dismissal time for all teachers assigned to that school, unless the building principals involved agree to a deviation from the schedule.

Traveling teachers will not be assigned to duty schedules.

Traveling teachers shall submit such reports as required by the principal in the school(s) to which the traveling teacher is assigned.

Teachers required to travel as a result of their teaching assignments will receive compensation at the rate of seventy dollars (\$70) per year for each day of the week a teacher is in two (2) schools and thirty-five dollars (\$35) for each additional school assigned in one (1) day. No compensation is to be given unless two (2) or more schools are assigned in one (1) day.

• Example:

```
Monday -
                     2 schools assigned
                                                 $70 per year.
Tuesday -
                     1 school assigned
                                                 no compensation.
Wednesday -
                     3 schools assigned
                                                 $105 per year.
                                          =
Thursday -
                     4 schools assigned
                                                 $140 per year.
                     1 school assigned
Friday -
                                          =
                                                 no compensation.
Salary compensation = $315 per year.
```

Vocational education coordinators assigned a normal load will receive compensation of three hundred ninety-six dollars (\$396) per year.

This policy does not apply to teachers who work in any combination of schools that exclusively involve: (1) Flagstaff High School, Flagstaff Middle School, and/or Marshall Elementary School on any one specific workday, or (2) Mt. Elden Middle School and Weitzel Elementary School on any one specific workday, or (3) Sinagua High School and Knoles Elementary School on any one specific workday.

The formula to be used for figuring payment of an "extra class assignment" is:

Teacher's salary	Remaining	Contract
6	Contract [Days Addendum

Extra Pay for Extra Services Schedule

Step	Class A	Trainer	Class B	Class C	Class D	Class E	Class F
1	2000	1800	1600	1400	1200	800	600
2	2200	2000	1800	1600	1400	1000	600
3	2400	2200	2000	1800	1600	1200	600
4	2600	2400	2200	2000	1800	1400	600
5	2800	2600	2400	2200	2000	1600	600
6	3000	2800	2600	2400	2200	1800	600
7	3300	3100	2900	2700	2500	2100	700

<u>Class A</u>	<u>Class B</u>	<u>Class C</u>
Head Varsity	Assistant Varsity	H.S. Vocal
High School Band	Varsity Spiritline	H.S. Drama ^a
	Head JV Coach	Frosh Spiritline
	Head Frosh Coach	J.V. Spiritline
		H.S. Council
		H.S. Forensics

<u>Class D</u>	<u>Class E</u>
H.S. Yearbook	M.S. Orchestra
Flagline Sponsor	H.S. Band Asst.
H.S. Orchestra	M.S. Council*
H.S. Nat. Honor Soc.	M.S. National
Comb. Musical Dir.	Jr. Honor Soc.
Publications	M.S. Band
M.S. Vocal	H.S. Journalism
H.S. Chess	H.S. Comb. Musical
M.S. Drama	Assts.

Class F
Elementary Coach
M.S. Coach

*People in these positions presently would receive same contract.

Step advancement

Upon recommendation of the building principal, persons in Classes A, B, C, D, and E may move one (1) vertical step per year of experience.

New assignments to schedule

All new assignments to the Extra Pay for Extra Services Schedule will be placed on step one (1) of the class corresponding to the assignment. The only exception to this will be out-of-District transfers at varsity level only, who will receive one-half (1/2) credit for years of varsity experience. Personnel who change class will receive full credit for continuous in-District experience in the same sport or activity. Personnel returning to positions on the Extra Pay for Extra Services Schedule with in-District experience will receive full credit for years of service when placed in the appropriate class.

Minimum program levels

Secondary principals shall develop a statement of the minimum expectations (program level) for each activity sponsor. The principals shall confer and produce a single District-wide statement for these positions. The statements of minimum program level shall be in effect by the start of the 1997 - 98 school year. Persons not meeting minimum program level shall not be paid.

Curriculum Development/Articulation,
In-Service Classes, Extended
Assignments

The Board realizes that teachers desire to be directly involved in curriculum formulation and revision and that their involvement is necessary for the assurance of a quality curriculum and its ready implementation in the classroom. The writing and/or revision of a quality curriculum requires adequate time, planning, research, and resources. Recognizing this, the Board defines curriculum work in two (2) general categories:

- Routine curriculum work: Curriculum work that all teachers do routinely, such as writing and rewriting lessons to be used in classroom instruction, minor revisions of present curricula to include or exclude particular materials or methodology, informal review of literature for new ideas and approaches in curriculum development, and the like. Routine curriculum work is the job of all professional teachers and as such shall be done by all teachers without remuneration. Similarly, other routine obligations, such as faculty meetings, building department meetings, P.T.O. functions, open houses, school programs, and new teacher orientations, shall be done without pay. Building or District in-service classes or department meetings of up to twelve (12) hours per year shall also be done without pay.
- Major curriculum work: The writing of a new course of study, the rewriting or revision of an existing course of study, the writing of curricula not previously written, and the rewriting or revision of a presently instituted but incomplete or inadequate curriculum.
- Development of such would involve such procedures as a statement of goals and behavioral objectives, evaluation techniques, methodology, collection and use of resources, scope and sequence, and the like. Major curriculum work or extended assignment shall have prior approval

by the assistant superintendent for curriculum/instruction. Other extended assignments involving curriculum development or building, District, or District department meetings beyond twelve (12) hours per teacher per year shall be remunerated by choosing either: (1) District inservice salary credit; (2) compensation at 0.045% times the maximum salary on the certificated salary schedule per hour (twenty dollars and seventy cents [\$20.70] per hour for 2000-2001); (3) NAU credit when the District is able to arrange for same. Resource materials and secretarial help shall be made available to staff members involved in major curriculum work.

■ Staff members employed by the District during their summer vacation for major curriculum work shall be paid an hourly wage of 0.045% times the maximum salary on the certificated salary schedule. Requests for summer employment on major curriculum work shall be submitted through the respective building principal.

The District will make an effort to schedule major curriculum work or extended assignment in advance so that participating teachers may plan and make appropriate arrangements. When conditions merit, release time will be provided.

Department/Grade-Level Chairperson Program

Middle schools and high schools

Academic or department chairpersons will be established within each middle school and high school for:

- English
- Fine Arts
- Counseling
- Foreign Languages
- Libraries
- Business
- Home Economics
- Industrial Arts
- Mathematics
- Science

- Special Education
- Physical Education
- Vocational Education (High School)
- Social Science

Elementary schools

Grade-level chairpersons will be established in each elementary school for primary grades (kindergarten through third grade, including special education) and upper elementary grades (fourth through sixth grades, including special education).

Duties and responsibilities

Assist the principal in the coordination of instruction at each grade level or within the subject area assigned.

Assist the principal, supervisors, and other chairpersons in the coordination of instructional programs within the District.

Assist in research and planning for curriculum development, textbook selection, and/or class scheduling.

Assist the principal in budget planning for assigned department or grade level and coordinate ordering of books, supplies, materials, and equipment.

Develop recommendations and suggestions for revision of curriculum and school procedures.

Provide orientation and assistance to new or continuing teachers needing or requesting help to improve instruction.

Provide orientation and assistance to substitute teachers.

Assist the administrator in evaluation of personnel by making official observations of teachers and completing observation forms. Observations by department chairpersons will occur only with mutual agreement of the administrators and the staff member to be observed.

Selection of and compensation

Each year secondary department and elementary primary/intermediate teachers shall recommend to the principal the name of a representative to serve as department

chairperson. The principal shall notify the Superintendent no later than the third week of the fall semester of the teachers selected as chairpersons.

Compensation shall be paid at the rate of one hundred dollars (\$100) per year per teacher in primary grades, upper elementary grades, or middle school/high school department.

Suspension of program

The Department/Grade-Level Chairperson Program is suspended indefinitely.

Extra Duty for Extra Services – Special Service Contract

Employee Name (ie;		Position Title		
John Smith)	School	(ie; Football Coach)	Class	Step
Shayne Smith	Flagstaff High School	Band ~ Director	Α	1
Jacob Osorio	Flagstaff High School	Band ~ Asst	Е	1
Zack Whittier	Flagstaff High School	Band ~ Percussion	Е	2
Dana McCarty	Flagstaff High School	Band ~ Percussion	Е	2
Jessica Williams	Flagstaff High School	Band ~ Colorguard - Fall	D	1
Michael DoBosh	Flagstaff High School	Baseball ~ Var - Head	Α	7
Robert Pastor Jr	Flagstaff High School	Baseball - Var - Asst	В	1
Kenneth Macias	Flagstaff High School	Baseball - Var - Asst	В	1
Daniel Williamson	Flagstaff High School	Baseball - JV - Head	В	1
Louis Lucero	Flagstaff High School	Baseball - FR - Head	В	1
Evan Luthye	Flagstaff High School	Baseball - FR - Asst	В	1
Nicholas Walton	Flagstaff High School	Basketball - Boys - Var - Head	Α	1
David W Brown	Flagstaff High School	Basketball - Boys - JV - Head	В	7
Ernie Rice	Flagstaff High School	Basketball - Boys - FR - Head	В	5
Tyrone Johnson	Flagstaff High School	Basketball - Girls - Var - Head	Α	5
Eddie Neal Jr	Flagstaff High School	Basketball - Girls - JV - Head	В	3
Sharon Jackson	Flagstaff High School	Basketball - Girls - FR - Head	В	3
Stephanie Galloway	Flagstaff High School	Choir	С	1
Patrina Painter	Flagstaff High School	Cross Country - Head	Α	7
Amanda Allen	Flagstaff High School	Cross Country - Asst	В	1
Chris Pabst	Flagstaff High School	Cross Country - Asst	В	1
Shayne Smith	Flagstaff High School	Drama	С	1
Rick Wilson	Flagstaff High School	Drama ~ Tech Asst	D	1
Paul Wolf	Flagstaff High School	Football - Var - Asst (Co-Head)	В	7
Robert Castillo	Flagstaff High School	Football - Var - Asst (Co-Head)	В	7
Dayne Smith	Flagstaff High School	Football - Var - Asst	В	1
Michael Sean Manning	Flagstaff High School	Football - JV - Head	В	2
Ernie Rice	Flagstaff High School	Football - FR - Head	В	7
Michael Frye	Flagstaff High School	Golf - Head	Α	4
Kayce Klecker	Flagstaff High School	National Honor Society	D	1
Shayne Smith	Flagstaff High School	Orchestra	С	1
Michael Jenkins	Flagstaff High School	Soccer - Boys - Var - Head	Α	7
Mahmoud EL Nounw	Flagstaff High School	Soccer - Boys - JV - Head	В	1
Benjamin Dove	Flagstaff High School Flagstaff High School	Soccer - B&G - Var - Asst	В	1
Holly Jones	Flagstaff High School	Soccer - Girls - Var - Head	Α	7
Matthew Barquin	Flagstaff High School	Soccer - Girls - JV - Head	В	1
Robert Castillo	Flagstaff High School	Softball - JV - Head	В	5
Rudy Almaraz	Flagstaff High School	Softball - FR - Head	В	1
Nuuy Allilalaz	Tiagstall High School	Julibali - EN - FIEdu	D	

Steve Vandalen	Flagstaff High School	Speech & Debate Fall & Sp	С	1
Kristine Baty		Spiritline - Var (Co-Head) -	В	3
	Flagstaff High School	F&W		
Madisen Hachey	Flagstaff High School	Spiritline - Var (Co-Head) -	В	3
E :1 Cl ((Flagstaff High School	F&W		
Emily Shaffer	Flagstaff High School	Spiritline - JV - Head - F&W	С	1
Thomas Lyle	Flagstaff High School	Strength & Condition ~ F & S	Α	1
Katherine Pastor	Flagstaff High School	Student Council - Fall & Spr	С	2
John Lowe III	Flagstaff High School	Swimming - Head	Α	4
Rachel Perugini	Flagstaff High School	Swimming - Asst	В	1
Ernie Rice	Flagstaff High School	Tennis - Boys - Head	Α	2
Kaitlyn Verfuerth	Flagstaff High School	Tennis - Girls - Head	Α	2
Matthew Barquin	Flagstaff High School	Track - Head	Α	1
Patrina Painter	Flagstaff High School	Track - Asst	В	7
Chris Pabst	Flagstaff High School	Track - Asst	В	1
Elizabeth Haglin	Flagstaff High School	Volleyball - Var - Head	Α	7
Serena Elsass	Flagstaff High School	Volleyball - JV - Head	В	1
Mahmoud ElNounw	Flagstaff High School	Volleyball - Sand - Head	Α	1
Brady Black	Flagstaff High School	Wrestling - JV - Head	В	2
,	Coconino High	5		
Jeremiah Smith	School	Football Coach Var Head	Α	7
	Coconino High			
Mike Mendoza	School	Football Coach Var Asst	В	1
	Coconino High			
Josh Clouse	School	Football Coach JV Head	В	1
Control Maril	Coconino High	5 - Hall Coash Fresh Hand		4
Gary Hubbell	School	Football Coach Frosh Head	В	1
lim Danham	Coconino High School	Golf Coach Varsity	^	7
Jim Popham	Coconino High	Goil Coacii varsity	Α	/
Shannon Taylor	School	Cross Country Coach Var	Α	1
Shannon rayion	Coconino High	Cross Country Couch Van		
Erin Motes	School	Danceline Coach Var Fall	Α	7
Zim Woccs	Coconino High	Zancemie eddin van ran		
Erin Motes	School	Danceline Coach Var Spring	Α	7
	Coconino High	a special spec		
Lori Wright	School	Head Cheer Coach - Fall	Α	7
-	Coconino High			
Lori Wright	School	Asst. Cheer Coach-Spring	С	2
	Coconino High			
Erin Motes	School	Asst. Cheer Coach- Spring	С	2
	Coconino High			
Brianne Davis	School	Volleyball Head Coach Varsity	Α	1
	Coconino High			
Antonio Guarino	School	Volleyball HeadCoach JV	В	1

	Coconino High			
Scott Dendy	School	Volleyball Head Coach Frosh	В	1
	Coconino High			
Paula Wright	School	NHS Sponsor	D	7
	Coconino High			
Dave Tessmer	School	NHS Sponsor	D	7
	Coconino High			
Gaby Garcia	School	Student Council Sponsor	С	7
	Coconino High			
Tom Viskocil	School	Yearbook Sponsor	D	7
	Coconino High			
Jeffrey Good	School	Choir Sponsor	С	1
	Coconino High			
Kristi Long	School	Drama Sponsor	С	7
	Coconino High			_
Mike Moran	School	Basketball Coach-Varsity Boys	Α	7
Adam Calaban	Coconino High	Deskethall Coach IV Davis	D	1
Adam Calahan	School	Basketball Coach-JV Boys	В	1
Jonathan Edwards	Coconino High School	Packethall Coach Fresh Boys	В	1
Jonathan Euwarus		Basketball Coach-Frosh Boys	В	1
Martin Reyes	Coconino High School	Basketball Coach-Varsity Girls	Α	3
iviai tiii Neyes	Coconino High	Basketball Coach-varsity diris	A	3
Marian Bitsui	School	Basketball Coach-JV Girls	В	1
IVIAITATI DICSAT	Coconino High	Basketban edaen 37 dins		
Keishla Rosada	School	Basketball Coach-Frosh Girls	В	1
Keisina Nosada	Coconino High	Busicebuii educii 1103ii diris		
Kalani Kuamoo	School	Soccer Coach-Varsity Boys	Α	4
	Coconino High			-
Sixtos Rojas	School	Soccer Coach-JV Boys	В	4
•	Coconino High	·		
Lacey Chavez	School	Soccer Coach-Varsity Girls	Α	1
	Coconino High			
Gabriela Gibeault	School	Soccer Coach-JV Girls	В	1
	Coconino High			
Jim Popham	School	Wrestling Coach - Varsity	Α	7
	Coconino High			
Mike Schmieder	School	Wrestling Coach-JV	В	7
	Coconino High			
Tyler Chang	School	Wrestling Coach-Freshman	В	2
	Coconino High			
Daniel Vander Valk	School	Baseball Coach-Varsity	Α	6
	Coconino High		_	_
Jim McNeese	School	Baseball Coach - JV	В	7
TDD	Coconino High	December 11 Const. Freet	_	_
TBD	School	Baseball Coach - Frosh	В	1

	Coconino High			
Kimberly Dennis	School	Softball Coach-Varsity	Α	7
	Coconino High			
Sara Clouse	School	JV Softball Coach	В	4
	Coconino High			
Bill Dennis	School	Assistant Softball Coach	В	1
	Coconino High			
Carleigh Hughes	School	Assistant Softball Coach	В	1
	Coconino High			
Kenneth Figueroa	School	Assistant Softball Coach	В	1
	Coconino High			
Tabitha Branson	School	Band Assistant - Fall	E	1
	Coconino High			
Tabitha Branson	School	Band Assistant - Spring	Ε	1
	Coconino High			
Greta Hanneman	School	Sand Volleyball Coach	Α	1
	Coconino High			
Kerry Kriesel	School	Strength Training Coach - Fall	В	1
	Coconino High	Strength Training Coach -		
Kerry Kriesel	School	Spring	В	1

EXTRA SERVICES FOR EXTRA PAY 2017-2018 SCHOOL YEAR – COAHCES AND CLUBS

Level (exp)	Class A	Class B	Class C	Class D	Class E	Class F	Class G
1	2000	1600	1400	1200	800	600	400
2	2200	1800	1600	1400	1000	625	450
3	2400	2000	1800	1600	1200	650	500
4	2600	2200	2000	1800	1400	675	
5	2800	2400	2200	2000	1600	700	
ô	3000	2600	2400	2200	1800	725	
7	3300	2900	2700	2500	2100	750	
Positions	Head Varsity	Asst. Varsity	HS Vocal	HS Yearbook	HS Journalism	Elem. Coach	Club Basic
	HS Band	Head Freshman Coach	HS Drama	Flagline Sponsor	HS Band Assistant	MS Coach	Web Admin
	Varsity Spiritline	Head JV Coach	Freshman Spiritline	Combined Musical Director	MS Council	MS Athletic Director	STEM
			JV Spiritline	HS Honor Society	MS National	Clubs Advanced	ROBOTICS
			HS Council	HS Chess	JR Honor Society		Animal Society
			HS Forensics	MS Band	HS Comb Musical Asst		Chess MS
			HS Orchestra	Publications			Garden
				MS Orchestra			Biking
				MS Vocal			Elem. Chess
				MS Drama			

Placement based years of experience in the same sport or activity

Experience from out of district is based upon approved documentation

To qualify for Basic Club Stipend G: (1) Meet weekly for 1.5 hours (2) Group Project or Competition or field trip (3) Must support late bus duty

To qualify for Advance Club Stipend F: (1) Meeting weekly for 1.5 hours (2) Group Project or Competition or field trip (3) Must Support bus duty (4) Principal Justification for extensive travel and time beyond 1.5 hours

Classified coaches and club leaders do not receive a stipend but receive base hourly rate, plus overtime if applicable

Directors are not eligible

Club/Sport stipends are per location

General Administration

BOARD SUMMARY FOR AUGUST 8, 2017

Governing Board Goals:

Goal #2 - Recruit and retain highly qualified, motivated, and excelling staff

Director of Human Resources

Subject: STEM Grant which accounts for creation of two new positions.

- a. Purpose: Administration seeks Governing Board Approval for the creation of two new positions (STEAM Consultant & STEM Project Coordinator) at Kinsey based on a grant award. The purpose of the grant is to position libraries as forward-looking community anchors that address diverse needs, including human services, employment and economic development, and civic engagement.
- b. Background: The Kinsey Library STEM Center and Maker S Space program will provide students and teachers with STEM educational resources and hands on experiences in science and engineering practices. The program will provide STEM fiction and nonfiction books, a Makerspace Movable Cart, Furniture (tables to "make" on, specialized storage containers to hold STEM manipulatives), laptops for Tinkercad, licenses, coding and digital materials, STEM center in the library, STEM education "making" opportunities in the magnet discovery classes, science labs and in our after school classes. A "maker space cart that can be moved to classrooms to integrate STEM learning into all subject areas. Students will enter their STEM projects in a Discovery Maker Fair showcasing their prototypes and projects. Students will participate in a mini STEM career fair and also have learning opportunities in STEM career related job sites (W.L. Gore, Nestle Purina, NAU, etc.). A mentor program will be developed with a focus on the engineering design process. Students will use STEM library resources to research their problem, project, or placed-based learning projects or in their engineering design process. Students will incorporate STE"A"M by putting on performing arts presentations within specials classes. STEM professional development opportunities on how to use the library STEM Center and Makerspace materials will be provided to staff. The Library STEM and Makerspace Project Director will work with librarian to coordinate a school wide library STEM education effort. The library with be a STEM hub with outreach to our Kinsey Inquiry and Discovery Programs for our kids!
- c. **Budget Impacts and Costs:** These are grant funded positions and will not impact current budget allocations. The STEM Project Coordinator position will be budgeted at 20 hours per week, with a salary of \$18,200 and is a nine-month position with no benefits. The STEAM Consultant position is budgeted at a payment of \$5,000 and will not be eligible for benefits.

Administrative Recommendation

- 1. It is the Administration's recommendation that the Governing Board approve the job description and the creation of a **STEM Project Coordinator** position for Kinsey.
- 2. It is the Administration's recommendation that the Governing Board approve the job description and the creation of the **STEAM Consultant** position for Kinsey.

Dawn Anderson 8/8/2017

FLAGSTAFF UNIFIED SCHOOL DISTRICT NO. 1 PROJECT COORDINATOR Job Description

Position Title: Project Coordinator for Kinsey Inquiry and Discovery School 2017 Library Services and

Technology grant that funds the "K.I.D.S. Library "Making" STEM Materialize".

Department/Section: Kinsey Elementary School

Supervisor: Principal

SUMMARY OF FUNCTION: Demonstrate the competencies and behaviors needed to improve student preparedness and mastery and to support the core values, vision, and mission of the Flagstaff Unified School District.

JOB SUMMARY: Serve as Project Coordinator for Kinsey Inquiry and Discovery School 2017 Library Services and Technology grant that funds the "K.I.D.S. Library "Making" STEM Materialize. Oversee grant implementation and compliance with program evaluation. Provide direct academic services to students, support staff in providing STEM based activities.

Duties:

- Order materials identified in the grant
- Establish the STEM center in the library
- Coordinate and schedule weekly STEM education "making" opportunities in discovery classes, in the science labs and in the after school classes.
- Organize and participate in STEM fairs, STEM career fairs within the school and community
- Coordinate and organize the monthly visits with local mentors and businesses to support the Young Engineer component of the grant
- Design and deliver professional development to teachers with a STEAM focus that pertains to how to use the library STEM Center and Makerspace materials.
- Coordinate and collaborate with librarian to coordinate a school wide library STEM education effort.

Qualifications:

- Must have a strong background and experience working in STEM education
- Ability to collaborate effectively with a variety of stakeholders
- Experience working in an elementary setting
- Knowledge of Maker Space materials and designs
- Experience managing a grant
- Strong written and oral communication skills

CERTIFICATION REQUIREMENT:

Finger print clearance card

Thank you for your interest in the Flagstaff Unified School District. Applicants must be appropriately certified by the Arizona Department of Education. Arizona applicants, please include with your application, a current Arizona Department of Education Teacher certificate, current IVP fingerprint clearance card, unofficial transcripts & proof of passing qualified examination(s) (ex: AEPA, NES, PRAXIS, etc.). Out of State: FUSD will consider out of state applicants. However, you must attach a current teacher certificate for your state, as well as unofficial transcripts & test scores. Candidate must meet & show proof of highly qualified & appropriately certified standards, before new hire appointment & beginning job assignment. Official transcripts & employment verifications required at time of hire for proper salary placement. Missing documents may result in not moving forward in the process.

Visit the Arizona Department of Education Website for information on Certification and Highly Qualified standards. http://www.azed.gov/

FLAGSTAFF UNIFIED SCHOOL DISTRICT NO. 1 STEAM CONSULTANT Job Description

Position Title: STEAM Consultant for Kinsey Inquiry and Discovery School 2017

Department/Section: Kinsey Elementary School

Supervisor: Principal

SUMMARY OF FUNCTION: Demonstrate the competencies and behaviors needed to improve student preparedness and mastery and to support the core values, vision, and mission of the Flagstaff Unified School District.

JOB SUMMARY: Serve as STEAM Consultant for Kinsey Inquiry and Discovery School 2017 for the Library Services and Technology grant that funds the "K.I.D.S. Library "Making" STEM Materialize. Will provide consultation to build capacity in STEAM programs and activities for students, teachers, after school program personnel, and the librarian to maintain program sustainability.

Duties: Assist in and consult on

- Identifying appropriate materials identified in the grant
- Creating a strategic plan for continued programing
- Establishing grant application process
- Grant applications
- Establishing the STEAM center in the library
- Coordinating weekly STEM education "making" opportunities in discovery classes, in within the school day in the after school program.
- Organizing and coordinating STEAM fairs, STEAM career fairs within the school and community
- Securing partnerships to develop the Young Engineer mentor program
- Designing and delivering professional development to teachers with a STEAM focus that pertains to how to use the library STEM Center and Makerspace materials.
- Building capacity for the sustainability of the program
- Coordinating between Project Director and STEM City personal, community members and NAU.

Qualifications:

- Must have a strong background and experience working in STEAM education
- Ability to collaborate effectively with a variety of stakeholders
- Experience working in an elementary setting
- Knowledge of Maker Space materials and designs
- Strong written and oral communication skills
- Experience providing professional development in the area of STEAM education

CERTIFICATION REQUIREMENT:

Finger print clearance card

Thank you for your interest in the Flagstaff Unified School District. Applicants must be appropriately certified and highly qualified. Arizona applicants, please include w/ your application, a current Arizona Department of Education Teacher certificate, current IVP fingerprint clearance card, unofficial transcripts & proof of passing qualified examination(s) (ex: AEPA, NES, PRAXIS, etc.). Out of State: FUSD will consider out of state applicants. However, you must attach a current teacher certificate for your state, as well as unofficial transcripts & test scores. Candidate must meet & show proof of highly qualified & appropriately certified standards, before new hire appointment & beginning job assignment. Official transcripts & employment verifications required at time of hire for proper salary placement. Missing documents may result in not moving forward in the process.

Visit the Arizona Department of Education Website for information on Certification and Highly Qualified standards. http://www.azed.gov/

ADMINISTRATIVE RECOMMENDATION

Appointment of District Hearing Officers for Student Discipline Hearings

Goal 1: Maintain and Improve Comprehensive Student Opportunities and Services

Pursuant to A.R.S. §15-843(F), all hearings concerning the expulsion of a student may be conducted before a hearing officer selected from a list of hearing officers approved by the Governing Board. Pursuant to Board Policy JKD, the Superintendent may designate a hearing officer for suspension hearings.

The Administration recommends Board approval of the appointment of **Derald Cox** as the district's hearing officer and **Tom McMillian** and **The Trust** as the alternate hearing officers for student discipline hearings conducted during the 2017 – 18 school year.

Michael A. Penca 08/08/17

BOARD SUMMARY

MEETING DATE: AUGUST 8, 2017

DeMiguel Elementary School AC Addition

EXECUTIVE SUMMARY:

As presented to and approved by the Bond Oversight Committee, the Maintenance and Bond Project Team recommend that we in install an air conditioning unit in the upper four classrooms at DeMiguel Elementary School. These four classrooms have rooms below them and have large southern-facing windows. The maintence team has tried different solutions to cool these classrooms before installing this AC unit. If approved, the proposed renovation will start in two weeks.

The renovation price is as follows:

Pueblo Mechanical Price: \$96,269.10

RECOMMENDED ACTION:

The Governing Board approves the Contract with Pueblo Mechanical to install an air conditioning unit in four classrooms at DeMiguel Elementary School.

Bob Kuhn, Assistant Superintendent, Operations

TO: GOVERNING BOARD PRESIDENTS AND SUPERINTENDENTS

FROM: Torri Anderson, Legislative Committee Chair

DATE: July 6, 2017

SUBJECT: PROPOSED 2018 POLITICAL AGENDA AND DELEGATE ASSEMBLY PROCESS

Enclosed are the proposed Delegate Assembly agenda; ASBA's Vision, Mission, and Core Beliefs; and the proposed 2018 Political Agenda as recommended by the Legislative Committee to be considered at the Delegate Assembly on September 9, 2017. The meeting will be at the J.W. Marriot Desert Ridge located at 5350 E. Marriott Dr. in Phoenix. Registration and the continental breakfast will begin at 8:00am and the opening of the Delegate Assembly will begin at 9:00 am. All delegates must be seated at 9:00 am sharp.

Please copy and distribute this ENTIRE packet to all board members and place the proposed 2018 Political Agenda recommended by the Legislative Committee for consideration on your next board agenda. Following your board's discussion, the board should instruct your district's official delegate as to the board's direction in voting. If your board has not appointed its official delegate and alternate yet, please do so here. While all board members and superintendents are welcome to attend the Delegate Assembly, each member district has only one official delegate.

The Delegate Assembly determines the positions of the Arizona School Boards Association for any future Special Sessions of the current legislature and for the Second Regular Session of the Fifty-Third Legislature. In total 74 governing boards proposed items for consideration this year. We truly appreciate and applaud this robust interest and involvement. Most boards indicated support for items included in the 2017 political agenda, and the committee appreciates your overwhelming support of ASBA's agenda to advance public education statewide.

The Legislative Committee received every proposal and discussed these items for more than 7 hours at its meeting June 2. In that time, the committee thoroughly vetted each item and created the proposed 2018 Political Agenda for your consideration and ratification. The committee's goal this year was to create a broad-based, readily digestible agenda that will serve as a guide to advocating for legislation aligned with ASBA's mission and values.

Thank you for lending your voice to every public school student in Arizona. We look forward to seeing a delegate from every member district at the delegate assembly as we approve the 2018 political agenda. If you haven't registered your board's delegate, there is still time to do so here. We look forward to seeing you at the Delegate Assembly on September 9th.

MEETING OF THE DELEGATE ASSEMBLY SATURDAY, SEPTEMBER 9, 2017 J.W. MARRIOT DESERT RIDGE, SCOTTSDALE

AGENDA

8:00 a.m. REGISTRATION/CONTINENTAL BREAKFAST 8:30 a.m. CERTIFICATION AND SEATING OF DELEGATES

9:00 a.m. OPENING OF DELEGATE ASSEMBLY

Presiding, ASBA President Julie Bacon

Paradise Valley Unified

Chair, Legislative Committee Torri Anderson

Maricopa Unified

Torri Anderson

Parliamentarian Vivian Vincent
Call to Order Julie Bacon

Moment of Silence

ADJOURNMENT

Pledge of Allegiance
Introductions

Report of Credentials Committee

Rules

Adoption of Rules of Procedures

Adoption of Agenda

Julie Bacon

Julie Bacon

Julie Bacon

Report of the Legislative Committee Torri Anderson

Proposed Political Agenda Consideration Delegate Assembly





















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VISION

The best schools in every Arizona community.

MISSION

We cultivate excellence in locally-governed school districts.

KEY FUNCTIONS

Provide training and leadership development.

Represent and advocate for the diverse needs of our membership.

Provide products and services that support district success.

OUR CORE BELIEFS

- The basic life needs of children must be met for them to succeed.
- Meeting the unique educational needs of all students must be the foundation of our school systems.
- The governance of publicly-funded schools must lie with locally-elected and publicly-accountable governing boards.
- The responsibility for student success is shared by students, parents, governing board, district staff and the community.
- Public education funding must be broad-based, stable and at a level that assures all students are successful.
- Knowledgeable and professionally trained governing board members are fundamental for ensuring student success.
- Closing the opportunity and achievement gap is a moral and economic imperative that must be addressed to ensure all Arizona's students are successful.

o: 602.254.1100 / 800.238.4701 | f: 602.254.1177 | 2100 N. Central Ave., Suite 200, Phoenix, AZ 85004

2018 Draft Political Agenda

Report of the ASBA Legislative Committee

July 6, 2017

The 2018 draft political agenda is presented as changes to the 2017 political agenda approved at last year's delegate assembly. Deletions are in red strikethrough, additions are denoted in **bold**. Where items have simply been relocated, no changes are indicated. Each item is accompanied by a rationale for its inclusion, including reasoning behind proposed changes.

Resources for Schools Adequately and Equitably Fund Public

Schools

Rationale: The committee recommends this wording as a section heading rather and an agenda item to emphasize its importance to the association.

 Provide additional state funding for nationally competitive salaries to attract, recruit and retain talented teachers.

Rationale: The committee recommends retaining this item from the 2017 political agenda as its own separate item, rather than within the school finance formula item. This item can be achieved without a comprehensive formula redesign and is important enough to stand on its own merits.

- 2. Strengthen Revise the School Finance formula to equitably and adequately fund public schools:
 - a. Provide a stable revenue source less reliant on the general fund or annual legislative appropriation;
 - Fund the implementation and ongoing costs of AZ standards, assessments and technology;
 - c. Protect desegregation funding from any cuts or modifications;
 - Allow districts the option to operate individual schools for 200-day school years and increase accompanying funding to 8% from 5% to improve student achievement;
 - e. Provide greater equity in funding and access for exceptional student services within the public-school system;
 - f. Adequately fund the cost of student transportation;

g. Establish statewide poverty weights within the school funding formula.

Rationale: The committee recommends retaining these items from the 2017 political agenda as they have yet to be accomplished, and recommends adding item a) to emphasize that a dedicated revenue source for K-12 education is desired. Other items removed here are included as their own items to indicate they are priorities separate and apart from the school finance formula.

Assure a more stable and reliable revenue structure for education.

Rationale: This item is now included as item 2(a).

4. Fully fund full-day kindergarten and include kindergarten students in the override calculations.

Rationale: The committee recommends retaining this item as-is from the 2017 political agenda.

5. Advocate to Renew, expand and improve Prop 301.

Rationale: The committee recommends retaining this item with minor edits from the 2017 political agenda as it is of critical importance to school districts.

6. Sufficiently fund market competitive salaries for all non-teaching staff.

Rationale: The committee recommends adding this item to recognize that districts also have a need to attract and retain non-teaching staff who are crucial to school district operations.

 Reinstate and fund formulas Provide adequate ongoing resources to comply with at least state minimum school facility standards and restore building renewal funding to ensure school district equipment and facilities are adequately maintained.

Rationale: The committee recommends rewording this item from the 2017 political agenda for clarity. References to the building renewal formula were eliminated to provide flexibility for other ways of meeting school district capital needs, and the word "equipment" was added to emphasize the need for a continued source of funding for technology and other non-building items necessary for quality schools.

8. Restore district additional assistance (DAA) reductions

Rationale: The committee recommends adding this item to explicitly call for the full funding of the current K-12 education formula.

9. Enact policy that does not unduly discourage local investment in school facilities.

Rationale: The committee recommends adding this item to address district concerns over proposed modifications to the new school facilities formula that would require more locally constructed space to be considered when qualifying for new school construction funding. It is important not to penalize districts that invest in their own facilities when the state is not providing adequate support.

10. Advocate to Eliminate unfunded mandates and administrative burdens.

Rationale: The committee recommends retaining this item from the 2017 political agenda with minor edits as it aligns with ASBA's core values.

11. Ensure 100% funding for all Fully fund JTEDs.

Rationale: The committee recommends retaining this item from the 2017 political agenda, edited for brevity.

12. Protect desegregation funding from any cuts or modifications.

Rationale: The committee recommends retaining this item from the 2017 political agenda, as this funding allows innovative and successful programming that serves to illustrate the benefits of increased funding.

13. Provide greater equity in funding and access for exceptional student services within the public-school system.

Rationale: The committee recommends this as a separate item to recognize the gap between the cost of exceptional student services and gifted education, and the resources provided by the formula.

14. Adequately fund the cost of student transportation.

Rationale: The committee recommends retaining this item from the 2017 political agenda as its own item, rather than as part of a broader formula reform effort.

15. Provide funding for preschool programs.

Rationale: The committee recommends retaining this item from the 2017 political agenda as it remains important to promoting early literacy and closing the achievement gap.

Local Control and Governance Uphold, Preserve, and Strengthen

Local Control

1. Uphold, preserve, and strengthen local control to reinforce the connection between the community and its elected governing board members.

Rationale: The committee recommends changing the section heading to reflect the wording of the old item 1, as it is a stronger statement of support for local control.

1. Maximize local control and flexibility in managing funds and programs.

Rationale: The committee recommends retaining this item as-is from the 2017 political agenda.

2. Allow school districts greater flexibility in the divestiture of property to address population and course needs.

Rationale: The committee recommends retaining this item as-is from the 2017 political agenda.

3. Change "override/budget increase" language to "locally controlled funding" to better reflect what voters are being asked to support.

Rationale: The committee recommends retaining this item from the 2017 political agenda, with an edit to allow more room for negotiation as to what the final wording may be.

4. Oppose legislative intrusion on school site budgeting decisions.

Rationale: The committee recommends adding this item to establish a position in opposition to the practice of the Legislature directing the use of formula funds below the district level, including strict school-level budgeting or other similar proposals.

Accountability to Taxpayers

Rationale: The committee recommends an additional heading to demonstrate ASBA's commitment to and support of accountability and transparency to state and local taxpayers.

 Establish financial and academic transparency for all institutions that accept public funds.

Rationale: The committee recommends retaining this item from the 2017 political agenda as-is, and moving it under the new heading.

2. Repeal any program that gives public funds for private schools, ESAs & STOs or prevent any future expansion.

Rationale: The committee recommends retaining this item from the 2017 political agenda as-is, and moving it under the new heading

 Require comparative auditor general reports classroom spending audits for both school districts and charter schools, and define "classroom spending" as both instructional spending and student support spending.

Rationale: The committee recommends rewording this item for clarity, and adding the definition of "classroom spending." The more expansive definition of "classroom spending" more adequately encompasses the total costs of educating students and is more accurate than the current definition used by the auditor general, which includes only instructional spending.

4. Eliminate the change to Reform current year funding and advocate to hold declining districts harmless for loss of funding and ensure funding accuracy and transparency in ADM calculations to a system that provides districts with appropriate stable annual budgeting ability and technical reliability.

Rationale: The committee recommends rewording this item to reflect the reality that repealing current year funding is likely not feasible at this point, and instead focus on getting to a system that is stable enough both in policy and in terms of actual calculations (i.e. AELAS/AZEDS) to provide predictability for districts in budgeting and tax rate setting.

State Education Policy Improving Student Outcomes

Rationale: The committee recommends changing this heading to be more descriptive of the goals of these items.

1. Support policy that recognizes and respects teaching as a profession.

Rationale: The committee recommends this as a new item to establish ASBA's position in support of the profession of teaching, to include opposing continued attacks on teacher certification, and supporting policies that respect the knowledge and expertise of educators on instructional practices.

2. Increase the compulsory attendance age from 16 to 18 years.

Rationale: The committee recommends retaining this item as-is from the 2017 political agenda.

 Advocate for Enact research-based reform of the English Language Learner model of instruction to improve student achievement.

Rationale: The committee recommends retaining this item from the 2017 political agenda as-is, with minor edits.

 Fully restore 9th grade CTE/JTED eligibility and funding so students have the opportunity to allow students to explore career fields and/or certification completion.

Rationale: The committee recommends retaining this item from the 2017 political agenda as-is, with conforming and clarifying edits.

5. Allow JTEDs to service students through the age of 21.

Rationale: The committee recommends retaining this item from the 2017 political agenda as-is.

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High school senior brings student perspective, insights to PUSD board



Photo by Nanci Hutson.

Prescott High School senior Cheyenne Church, 16, is this year's student representative to the school board.



By Nanci Hutson

HutsonNanci

Originally Published: August 29, 2016 6 a.m.

PRESCOTT - High School senior Cheyenne Church is no wallflower.

She is a teenager who knows her own mind, and is eager to represent her fellow student body to the powers that be.

Her vivacious personality, and commitment to helping form educational decisions so that they reflect not only the needs of today's students but those of future generations is why she was selected to be this year's Prescott Unified School District Governing Board student representative.

August 8, 2017

"That is really important to me," Cheyenne said of helping foster positive change in the district.

Superintendent Joe Howard said Cheyenne stood out among an "incredible group" of high school students who applied for the post; she emerged as the finalist out of five candidates. He said he hopes to tap some of the other candidates as part of an advisory council so that he stays in tune with concerns and ideas of the district's student leadership.

"She is a true representative of the great things we have going on here in Prescott," Howard said. "She is an example of how incredible our future is, and of our students who will be leading us into the future."

A southern California native, the 16-year-old moved to Prescott when she was 6 and then returned to her home state for a part of her middle school years. Her widowed mother, Shawn, and two older siblings, Weslyn and Austin, returned to Prescott in time for her high school years.

"I will always be a Badger," Cheyenne says without hesitation.

In her four years, Cheyenne has integrated herself into the schools' academic and social life, particularly working with the schools' special needs population as a peer tutor. She played the clarinet in the band as a freshman, is a member of the Math Club and the Leo Club, a student version of the adult Lions Club. As student representative to the Governing Board, Cheyenne is also a member of the Student Council.

In the community, Cheyenne volunteers with the March of Dimes.

After graduation, Cheyenne's plan is to earn a degree in nursing with a minor in special education.

As the board's student representative, Cheyenne said she hopes she can offer insight to the board on how their decisions related to everything from budgets and staffing to curriculum changes will impact students and staff. She, too, intends to ensure that board members are aware of the happenings in the school, to foster better bonds of communication between the high school and the board.

Chief Financial Officer Kevin Dickerson said this is the first school district he has worked in that has a student

representative, and he sees it as an invaluable post that offers the board "an amazing vision, thought process, input and understanding that you can possible imagine."

"When was the last time you thought about your homecoming or your prom or your holiday break?" Dickerson queried.

The student representatives offer an "amazing" chance for all school leaders to reflect on their own memories and they remind "every single person in the board room why every single person in the board is there."

Cheyenne said she considers this opportunity a true honor, one that enables her and her fellow representatives build bridges between the student body, faculty, board and administration.

One particular focus this year will be to follow her predecessor, Nathan Tenney, in his suggestions to the board to enrich the high school curriculum with more life skill courses.

"To make students prepared to become adults, and to treat them as adults, is incredibly important," Cheyenne said. "Whatever changes we make to stretch kids today will impact the future because we are the future. We're molding the leaders who are going to lead us."

Follow Nanci Hutson on Twitter @HutsonNanci. Reach her at 928-445-3333 ext. 2041 or 928-642-6809.

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Should Students Sit on School Boards?

Advocates say teenagers deserve a say in policies that affect them. But do students have the maturity and experience to make responsible decisions?



School desks placed by activists block a street in front of the Los Angeles Unified School District headquarters in a demonstration against student dropout rates.

Richard Vogel/AP Photo

JACOBA URIST

APR 23, 2014 | EDUCATION

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For centuries, students have been agents of social change, their passion and idealism forming a critical part of the historical landscape; a lesson that, in education, teachers and administrators ignore at their peril. But figuring out how best to appropriate student interests raises difficult questions. Do students belong

on school boards? Should they participate in budgetary evaluations and contract negotiations? Are teenagers—who can't vote in governmental elections or legally purchase cigarettes—equipped to make long-term decisions about their education, or will they inevitably sink to the lowest common denominator? These are issues policymakers have battled for decades, most recently in Los Angeles, the country's second largest school district, where students now have a voice on their local school board.

Earlier this month, after a series of protests, including one in which participants placed hundreds of empty desks on a street in downtown Los Angeles to represent the number of kids who drop out each week, the L.A. Unified School district accepted a petition to give students a non-voting seat on the school board. The protesters had wanted a peer-elected member. But instead, by a 5-1 vote, the board of education approved an amendment giving superintendent John Deasy 120 days to decide how a student member will be chosen, and the role he or she will fill.

The decision will not be easy. "From a teenager's point of view, I have two conflicting opinions about students on school boards," says Dr. John Bryan Starr a lecturer in Yale's political science department and consultant to the Connecticut Superintendents Network. "During the first half of my tenure as an elected member on the [New Canaan, Conn.] school board, there were these two poor kids, who just sat there glassy-eyed in total boredom. They didn't have a vote and virtually never had a voice. They realized they were just wasting their time."

On the other hand Dr. Starr says, based on his Yale seminars, other students who sat on city and state school boards before college have had much more positive experiences. "While it's highly unusual for them to be given a vote, students were able to assemble opinions, engage in deliberations and felt they were actively representing their peers' interests."

But ironically, students already may have too much of a stake in the outcome. Like numerous other states, New Jersey's state board considers it a conflict if members have family working for the school district, and thus prevents them from voting on items like teacher contracts and selection of the superintendent. Students, too, face

inherent conflicts of interests as they negotiate their daily life with teachers and peers at school.

Gene Maeroff, author of *School Boards in America: A Flawed Exercise in Democracy* and founding director of Columbia's Hechinger Institute on Education and Media, believes that it's better for students to have a non-voting role. But that doesn't mean young people should be discounted entirely: "Of course, you can also get away from some of these problems if you have memberships of recent graduates, over the age of 18, who live in the school district." And while current students are accused of short-sightedness, focusing on one or two pet issues (say, fewer homework hours or more sports funding), Maeroff points out that adults are also often guilty of pursuing a narrow agenda.

The idea of students on school boards emerges from the progressive notion that children should have a voice and that we should respect their views, explains Matthew Levey, founder of the International Charter School in Brooklyn. But Levey warns that while students can debate topics like cafeteria menus effectively, in large districts like LA and New York teenagers are ill-equipped to grasp the intricacies of financial tradeoffs, like whether a city should issue 30-year bonds. "Take curriculum and hiring choices. 99 percent of adults have trouble making thoughtful decisions," says Levey. "There is a reason parents set boundaries and enforce rules. Most teenagers, while it's wonderful how they can articulate their views on many important topics, are not in the best position to make complicated, long-range decisions for themselves or their community."

In fact, teenagers have "islets of maturity," according to Dr. Terri Apter, a psychologist at Cambridge and author of *The Myth of Maturity: What Teenagers Need From Parents to Become Adults*. High school students may appear highly rational in discussing an abstract issue but then revert to childish logic with a parent—say, complaining that something isn't fair. Also, while adolescents can have as strong a grasp on probability and risk as any adult, their sensitivity to peer pressure can overpower their impartial faculties.

"Adults are so invested in our institutions," believes Adam Fletcher, founder and director of Sound Out, an organization that promotes student involvement in education. "And we get very worried whenever we have to hand over any modicum of control to young people." To claim that students are incapable of successfully engaging on school boards reflects a fear-driven perspective that "positions students as empty vessel of an adult-driven society. "If I've learned one thing in my work over the last decade, says Fletcher, "it's that students are actively, passionately, and fully capable of transforming education."

"Many teens are capable of complex budget discussions," adds Dr. Apter. "Think of a school board proposing a budget cut. Those on the board should look at the overall well-being and functioning of the school." However, it will be particularly difficult" for an adolescent to support a decision that disadvantages some of his or her classmates, even if it's the best outcome for the school.

A single adolescent voice will likely be drowned by adult members.

In general, there is a growing trend to take student input more seriously in educational reform, especially when it comes to their teachers. "There is strong research showing that student surveys can be very important tools and are quite predictive when it comes to teacher quality," says Nancy Walser, editor of the Harvard Education Letter and author of *The Essential School Board Book: Better Governance in the age of Accountability*. For starters, the MET Project, funded by the Bill and Melinda Gates Foundation, found a strong correlation between students' experience in a classroom, as reported on survey questionnaires, and a teacher's overall effectiveness. Beginning in the 2014-1015 school year, districts in Massachusetts will formally start incorporating student feedback into their teacher evaluations.

The problem in Los Angeles, however, is that a single adolescent voice will likely be drowned by adult members and could easily under-represent the interests of the

student body as a whole, warns Dr. R. L'Heureux Lewis-McCoy, a professor and author of the forthcoming book *Inequality In The Promised Land: Race, Resources, and Suburban Schooling*. School boards often pay disproportionate attention to families savvy enough to hoard educational opportunities among a narrow group. Conversely, those families impacted by homelessness and other social problems, says Dr. Lewis-McCoy, find it difficult to promote their—and their children's—interests.

The debate over whether to include students in school decisions is an important one. But ultimately, putting one or two teenagers on a school board won't make much of a difference if they don't represent families traditionally left from the table in the first place.

ABOUT THE AUTHOR

JACOBA URIST is a writer based in New York. Her work has appeared in New York magazine, Newsweek, and Smithsonian Magazine.

Student representative enjoyed watching board work out conflicts

Originally Published: September 30, 2004 6:10 p.m.

According to School Superintendent, Jim Nelson, Holbrook received all the announcements and agendas as the other board members received. The only difference in his service and the regular board is Holbrook did not get to vote or to sit in on executive sessions.

Holbrook reflected on his experience saying, "It was fun. I learned a lot about all the different functions of the school. It is interesting all the little and big things that the board decides that the students take for granted."

The board members seemed to accept Holbrook as a peer and asked his thoughts on matters from building remodeling to aspects of student life on which the board has to decide.

"I've always felt welcome to have my opinion and have my say. If I disagree with the board they always take the time to explain things to me. I know I don't have a vote so I just say what I have to say and go on," said Holbrook.

The high spot of his year's service was becoming friends with other board members. The low spot was having to attend meetings lasting until late at night and then getting up early for classes the next day.

Holbrook enjoys watching the proceedings, especially when there is disagreement. "I just like to watch and see how the conflict gets worked out," said Holbrook.

The most significant challenge faced on his watch was the remodeling of the school and the construction additions according to Holbrook.

Holbrook's advice for his successor is to sit back and learn because you're going to learn a lot. "Always ask for help from the other board members and just have fun with it," he said.

Jim Nelson, Superintendent of Mayer Schools said, "This is a first with our board having a student representative and I think our board embraced it enthusiastically. They bring him into the conversation and value his opinions. His contributions have been enlightening," said Nelson.

Holbrook, a senior, plans to attend Northern Arizona University next fall. While a student at Mayer High School he was involved in football and basketball in addition to his service on the school board.

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