

OFFICIAL MINUTES

May 26, 2015

The Governing Board of the Flagstaff Unified School District Number One, Coconino County, Flagstaff, Arizona held a Regular Meeting on May 26, 2015 at the District Administrative Center, 3285 E. Sparrow Avenue, Flagstaff, Arizona.

PRELIMINARY

1. Ms. Fredericks called the meeting to order at 5:33 pm.

2. Roll Call:

Board Members

Ms. Christine Fredericks, President

Ms. Kathryn Kozak, Clerk

Mr. Paul Kulpinski, Member

Ms. Kim Khatibi, Member

Ms. Sarah Ells, Member

Administrative Staff

Ms. Barbara Hickman, Superintendent

Ms. Mary K. Walton, Assistant Superintendent

Mr. Robert Kuhn, Assistant Superintendent

Dr. Ken Garland, Director of Budget & Finance

Mr. Dietrich Sauer, Director of Human Resources

Ms. Karin Eberhard, District Relations Coordinator

Ms. Kim Branges, Executive Assistant

3. There were no requests to reorder the agenda.

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

5 people signed the guest register

CALL TO THE PUBLIC

- Dani Lawrence – Thanked the Board for terminating the agreement with ASDB but doesn't know what it means that the relationship with ASDB will be severed. Wonders what's going to happen next year. Says it's not enough that the Board voted to end the contract. She is frustrated by the lack of communication and doesn't know what services will be available for her son next year.
- Aaron Greene – Requests accountability for his son's needs not being met. Feels the Board has a due diligence to hear from all sides. Says his phone calls and emails went unanswered and people in this building tried to intimidate them. Encouraged the Board to look at accountability and special education records every year.
- Susan Terry Gage – Will be the new Special Education Director next year; reviewed her experience and goals. Said she works collaboratively with staff, parents and children. Thanked the Board for the opportunity to work for FUSD.

CONSENT AGENDA

The Consent Agenda included the following:

1. Minutes of the Special Meeting held on May 12, 2015
2. Payment Vouchers: AX511A15; AX511B15; AD504A15; AD427A15; AS507A15; AV505A15; AV430A15; AV427A15; AD429A15; AD506A15; AX508A15; 010 (Detailed information is available upon request.)
3. Associated Students Activity Fund Report for April 2015
4. District Insurance Coverage and Brokerage Services for Fiscal Year 2016: Arizona School Alliance for Workers' Compensation; Arizona School Risk Retention Trust for Casualty and Liability Insurance; and Willis of Arizona, Inc. for Brokerage Services
5. Resignations, appointments, retirements, releases from contract, leaves of absence and substitutes:

RESIGNATIONS, TERMINATIONS

Administration:

Certified:

Davis, Lori: DeMiguel; 2nd Grade Teacher; Effective 6/30/2015

Dodds, Kim: DeMiguel; 5th Grade Teacher; Effective 6/30/2015

Morgan, Heather: SMS; 6th Grade Teacher; Effective 6/30/2015

Sharkey, Renee: Cromer; 4th Grade; Effective 6/30/2015

Tomlinson, Stephanie: MEMS; Science Teacher; Effective 6/30/2015

Will, Vrendi: Cromer; 2nd Grade Teacher; Effective 6/30/2015

Rescinding Resignation:

Leoni, Maureen: Sechrist; SPED Teacher Request to rescind resignation presented at the 5/12/2015 board meeting.

Classified:

Calhoun, Anne: Killip; SE Parapro; Effective 6/30/2015

Flanagan, Nicole: Knoles; SE Parapro; Effective 5/28/2015

Gage, Miriam: SMS; SE Parapro; Effective 5/21/2015

Vander Valk, Kally: CHS; Transition Specialist; Effective 5/28/2015

APPOINTMENTS

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

Administration:

Certified:

Bojarski, Jeanette:

Puente De Hozho; 2nd Grade Spanish Teacher; 1.0 FTE; Regular Contract; \$38,473; Effective 8/4/2015

Fuller, Emma:

Leupp Elementary School; 5th Grade Teacher; 1.0 FTE; Regular Contract; \$35,883; Effective 7/13/2015

Lamer, Cynthia:

DeMiguel; 1st Grade Teacher; One Year Only Contract; .54 FTE; \$20,639.88; Effective 8/1/2015

McGlothlin, Douglas:

CHS; English-9 Teacher; 1.0 FTE; Regular Contract; \$36,264; Effective 8/4/2015

Marbach, Amy:

DeMiguel; Dual Cert 2nd Grade Teacher; 1.0 FTE; Regular Contract; \$34,383; Effective 8/4/2015

Ogg, Tiffany:

Marshall; Kindergarten Teacher; 1.0 FTE; One Year Only Contract; \$36,438; Effective 8/1/2015

Othon, Jennifer:

DeMiguel; 1st Grade Teacher; .54 FTE; One Year Only Contract; \$21,162.60; Effective 8/1/2015

Papajohn, Sarah:

Leupp; Kindergarten/1st Grade Teacher; 1.0 FTE; Regular Contract; \$42,438.00; Effective 7/13/2015

Rathbun, Karen:

FHS; Culinary Teacher; 1.0 FTE; Regular Contract; \$43,532; Effective 8/4/2015

Rodriguez, Celedonio:

FHS; Spanish Teacher; 1.0 FTE; Regular Contract; \$35,443; Effective 8/4/2015

Rosado, Keishla:

SMS; Fit Kids/PE Teacher; 1.0 FTE; One Year Only Contract; \$34,484; Effective 8/4/2015

Ryan, Rebekah:

DeMiguel; PE Teacher; .54 FTE; One Year Only Contract; \$19,023.66; Effective 8/4/2015

Sharp, Carol:

SMS; Special Education Teacher; 1.0 FTE; Regular Contract; \$40,943; Effective 8/4/2015

Smith, Elizabeth:

Curriculum & Instruction; Social/Sexual Health Teacher; 1.0 FTE; One Year Only Contract; \$44,293; Effective 8/4/2015

Smith, Kayley:

FHS; Business Education Teacher; 1.0 FTE; Regular Contract; \$35,497; Effective 8/4/2015

Classified:

Juvera, Elizabeth

FHS; Library Assistant; 25 hours/week; \$10.61/hour; 9 month calendar; Effective 5/13/2015

Sweet, Joseph:

Cromer; FACTS Caregiver; \$9.16/hour; 3.8 hours/day; 9 month calendar; Effective 5/8/2015

Student Workers:

C.B.

CHS; 4 hours/day; \$8.05/hour; 9 month calendar; Effective 4/20/2015

T.C.

FHS; 7.5 hours/week; \$8.05/hour; 9 month calendar; Effective 5/4/2015

Coach/Other:

Dennis, Bill:

CHS; Assistant Softball Coach; \$1,000; Effective 3/2/2015-5/15/2015

Lusain, Brittani:

SMS; Sports Official; Effective 4/24/2015

Nicosia, Alicia:

CHS; Assistant Softball Coach; \$500; Effective 3/2/2015-5/15/2015

Young, Shay

SMS; Sports Official; Effective 4/28/2015

Volunteers:

Hogg, Andy:

CHS/FHS; Mental Health Volunteer

Schirmer, Jennifer:

Summit High School; MSW Intern/Group & Individual support

Temporary/Other:

Kindercamp:

Bobadilla, Ciera: Instructional Aide; \$10.17/hour; 6 hours/day; Effective 5/13/2015
 Summer School:
 Corcoran, John: Geometry Teacher; \$4,221 Stipend; Effective 6/10/2015
 Garcia, Gabrielle: Algebra I Teacher; \$4,221 Stipend; Effective 6/10/2015
 Ragan, Todd: Summer School Administrator; \$5,250 Stipend; Effective 6/10/2015
 Camp Colton
 Bailey, Ava: Environmental Education Instructor; \$96.72/day; Effective 5/12/2015
 Baldwin, Lydia: Environmental Education Instructor; \$96.72/day; Effective 5/4/2015
 Kimball, Danny: Environmental Education Instructor; \$96.72/day; Effective 5/4/2015
 Lord, Dustin: Environmental Education Instructor; \$96.72/day; Effective 5/4/2015

RETIREMENT

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

Administrative:

Certified:

Lynn, Carol: DeMiguel; Kindergarten Teacher; Effective 6/30/2015; She is not participating in the Phased Retirement Program.

Classified:

Gillette, Holly: Killip; SE Parapro; Effective 6/30/2015; She is not participating 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:

Dooley, Sherry: Student Support Services; Speech Pathologist; Requesting a leave of absence for the 2015-2016 school year.

Thornsley, Angelina: CHS; Math Teacher; Requesting a leave of absence for the 2015-2016 school year.

Classified:

Hobbs, Terrie: SMS; SE Parapro; Requesting a leave of absence for the balance of the 2014-2015 school year.

QUALIFIED EVALUATORS

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

STUDENT TRAVEL

1. Flagstaff High School to the Health Occupations Student Association National Leadership Conference and Nursing Competition in Anaheim, California on June 23-28, 2015

Ms. Ells moved to approve Student Travel Item #1 as submitted. Ms. Kozak seconded; motion carried 5-0.

2. Flagstaff High School Boys Basketball to the San Diego State University Team Camp at San Diego State University in San Diego, California on June 25-29, 2015

Flagstaff High School Boys Varsity Basketball Coach James Kirk said there was an error in the paperwork submitted for the agenda. He said they would like to attend the Team Camp on June 12-14 instead of June 26-28. The travel days for the June 12-14 Camp would be June 11-15.

Ms. Ells moved to approve Student Travel Item #2 as amended. Ms. Kozak seconded; motion carried 5-0.

3. Flagstaff High School International Field Trip Proposal for CTE, Business 3, International Business, during the spring of 2016

Flagstaff High School teacher Mariah Kraus presented additional information regarding her proposal for an international field trip for students in the Business 3, International Business class. Ms. Kraus answered questions from Board Members and Administration.

Mr. Kulpinski moved to approve the international field trip proposal. Ms. Kozak seconded; motion carried 5-0. Ms. Kraus will return in the fall for final approval of the trip.

PRESENTATIONS

1. Expect More Arizona

Dexter Albert from Expect More Arizona introduced himself to the Governing Board and informed them about Expect More Arizona and his recent appointment to the Arizona State Standards Review Committee.

2. Superintendent's Report

Ms. Hickman reported on end of the year activities and on the grant awards given out today by FUSD Foundation to six District teachers.

3. Curriculum and Instruction Report

Ms. Walton distributed and reviewed information about summer activities for students ages pre-school through grade 12 as well as professional development opportunities for staff.

4. Finance and Budget Report

Dr. Garland provided a PowerPoint presentation that included the maintenance and operations operating statement for the period July 1, 2014 through April 30, 2015; 301 funds; district additional assistance and capital outlay budgets as of April 30, 2015.

5. Operations and Support Services Report

Mr. Kuhn provided an update on maintenance and solar projects in the District.

6. Human Resources Report

Mr. Sauer reviewed adjustments made to policy regulations due to the proposed update to the employee performance evaluation systems as well as consolidation of the Grievance regulations as a result of the new policy section H.

GENERAL ADMINISTRATION: DISCUSSION/ACTION ITEMS

1. Employee Performance Evaluation Systems: TPEC & CPEC

Mr. Sauer reviewed the proposed new TPEC principal observation rubric and the CPEC tool for use in the 2015-2016 school year. He also reviewed changes to regulation GCO-RA Evaluation of Professional Staff Members that would align it to the new expanded TPEC observation rubric with the addition of a “progressing” category.

Mr. Kulpinski moved to approve the TPEC and CPEC performance evaluation systems for use during the 2015-2016 school year and to approve revisions to Regulation GCO-RA Evaluation of Professional Staff Members. Ms. Ells seconded; motion carried 5-0.

2. Continuation of \$400 Addendum

Mr. Kulpinski moved to approve continuation of the addendum for Classified, Administrative and Licensed Professionals to recognize staff at the top of their salary scale. Ms. Kozak seconded; motion carried 5-0.

3. Purchase Agreement and Resolution for Sale of Real Property

Mr. Kulpinski moved to approve the Purchase Agreement and Resolution authorizing the sale of real property known as 506 S. Beaver Street to Northern Arizona University/Board of Regents and to authorize that Robert Kuhn, Assistant Superintendent for Operations, may sign the Purchase Agreement and any and all related documents on behalf of the District in order to consummate the sale. Ms. Kozak seconded; motion carried 5-0.

4. Renovation of the DeMiguel Elementary School Main Pick Up/Drop Off Zone

Ms. Fredericks moved to approve that RTR Paving and Construction renovate the main pick up and drop off zone at DeMiguel Elementary School. Ms. Ells seconded; motion carried 5-0.

5. Job Description: Mentor Coordinator

Ms. Ells moved to approve the job description for the position of Mentor Coordinator. Ms. Fredericks seconded; motion carried 5-0.

6. Contract Award Revision

Ms. Fredericks moved to approve removal of William Price and addition of Mary Lara on the 2015-16 contract list that was originally submitted and approved on May 12, 2015. Ms. Kozak seconded; motion carried 5-0.

7. ASBA 2016 Political Agenda

Mr. Kulpinski moved to adopt Issues for Consideration by the Arizona School Boards Association's Legislative Committee for its 2016 Political Agenda. Ms. Kozak seconded; motion carried 5-0.

The following are the issues as discussed and adopted by the Governing Board:

Long-Term Issues – core beliefs and/or issues that need to be addressed over 5-10 years

1. Adequately fund public education by following the funding formula already in place.
2. Require the same accountability measures of all schools and individuals that receive public funds.
3. Stop the tide of privatization of public education.

Short-Term Issues – issues that can be accomplished over 3-5 years

1. Delay already scheduled corporate tax reductions.
2. Fully fund special education.
3. Reinstate and fund capital funding formulas to comply with at least state school building minimum standards.
4. Establish appropriate financial and academic accountability for Empowerment Scholarship accounts.
5. Fund voluntary, full-day kindergarten and include kindergarten students in the override calculation and provide greater equity in funding and access for special education students within the public school system.

2016 Session-Specific Issues – specific items for bill introduction in 2016

1. Promote accountability for all recipients of education funding.
2. Restore Building Renewal funding to ensure school facilities are adequately maintained.
3. Restore 9th grade funding for CTE/JTEDs, and fully fund JTEDs at 100%, so that students have the opportunity to be exposed to and pursue career fields and/or certification completion.
4. Fund inflation fully in the manner prescribed by statute mandated by Arizona voters.
5. Assure more stable and reliable funding source, such as new revenue source from service tax, or other dedicated funding.

