



FOUNTAIN HILLS

UNIFIED SCHOOL DISTRICT

MINUTES OF THE SPECIAL MEETING OF THE GOVERNING BOARD FOUNTAIN HILLS UNIFIED SCHOOL DISTRICT NO. 98

"We Achieve and Celebrate Educational Excellence"

Thursday, December 17, 2020

Special Board Meeting

1:30 p.m.

I. Call to Order

Time: 1:30 p.m.

II. Roll Call

Board members present are Jill Reed, President, Nadya Jenkins, Vice President and Judith Rutkowski, Member. Wendy Barnard, Member was present virtually.

III. Approval of Agenda

Motion: Nadya Jenkins

Second: Judith Rutkowski

The board approved unanimously 4-0

IV. Pledge of Allegiance

Mrs. Reed called upon Miss Means to lead the audience in the Pledge of Allegiance.

V. Public Comments

VI. Action Items

- a. Hearing Officer's recommendation to Governing Board concerning dismissal of certificated teacher Erin Willis, and possible action by Governing Board on such recommendation, including consideration of such objections to such recommendation as any parties to the hearing may present to the Governing Board, and consideration of such oral and written arguments as any parties to the hearing may present to the Governing Board.

- Pursuant to A.R.S. § 38 431.03(A)(1), the Board may vote to go into executive session for the purpose of the discussion or consideration of the employment, dismissal, discipline, or resignation of certificated teacher Erin Willis.
- Pursuant to A.R.S. § 38 431.03(A)(3), the Board also may vote to go into executive session for the purpose of discussion or consultation for legal advice with its attorney concerning the employment, dismissal, discipline, or resignation of certificated teacher Erin Willis.

Motion: Jill Reed

Second: Nadya Jenkins

The board approved unanimously 4-0

Time 1:32 p.m.

The special meeting reconvened at 2:03 p.m.

- The District's attorney Don Johnsen presented. The board has received written submissions from the hearing officer but also from both Mr. Johnsen and Ms. Willis' attorney this morning. He encourages the Board to take those written documents into consideration. Today's meeting will present one question for the Board to consider and that is under Arizona state law, did good and just cause exist for the decision to dismiss Ms. Willis. Based on the hearing officer's recommendation, good and just cause did indeed exist for the decision to dismiss Ms. Willis and Mr. Johnsen recommends the Board accepts the hearing officer's recommendation and affirm the recommendation to dismiss.

Under Arizona state law, good and just cause consists of a variety of different factors including violation of the rules and policies of the Governing Board. As the hearing officer confirmed the events in this case do show good and just cause for dismissal, specifically as noted in the written decision, Ms. Willis did receive and was paid for a variety of different leaves including an internal paid leave which she was entitled as well as all the time that she was eligible under the Federal CARES Act which provides paid leave in certain circumstances in which she qualified for. However, as recognized by the hearing officer there came a time when her entitlement to those leaves of absence ended and there was dialogue between Ms. Willis and Administration about what would happen after her paid leave ended.

There was a request by Ms. Willis for unpaid leave once her paid leave ended but the Board had not acted upon that as it did not come to the Board until October 21, 2020. Ms. Willis was directed in writing to report to work as scheduled on Monday, the morning of October 19, 2020 in which she did not do so nor did she call in to say that she would be absent that day or request any other accommodation that she may need at that point. She was a no call no show on Tuesday and Wednesday as well. The letter that she received that stated she needed to report on that day but also expressly reminded her that her failure to show up for work would be cause for discipline under policy GCQF and that discipline would

include dismissal. Even though she was advised of the district's expectations and the consequences if she did not meet those expectations, Ms. Willis did not comply with those directions or make any effort to explain why she was refusing to comply. Both behaviors, the breach of contract and the breach of Governing Board policy that she faithfully discharges duties as described.

Ms. Willis has raised a variety of other concerns about her dismissal and the hearing officer correctly rejected those assertions as Ms. Willis has not shown that she has been treated differently than anybody else in a similar situation because there wasn't anybody else in a similar situation as we didn't have anybody else go AWOL for three consecutive days. The hearing officer also recognized the question of whether to give her unpaid leave and that is within the Board's discretion and the Board acted on that appropriately as there is no legal entitlement to an indefinite or even one-year unpaid leave of absence. There is however contractual and Board policy obligation to report to work when scheduled or to call in and let the administration know what's happening and Ms. Willis did neither. Under those circumstances we have just cause to dismiss.

- Board President, Jill Reed asked if there were any questions from the board at which there were none.
- FHUSD Teacher Erin Willis presented. She finds it convenient that the Board is making this meeting available to public view, because only two weeks ago they actively denied public viewing to my public hearing to which she had a right, a legal right. The District contends that there is basis for Ms. Willis termination and they give the Hearing officer's findings and conclusions, albeit much of it out of context, to support their decision. He did not determine the actions were not out of retaliation, in fact he explicitly stated he did not have the ability to do so. The hearing officer wrongly stated that the Governing Board had no duty to grant her leave. She said the Board did, in fact, because they stated this was an option for any employee in their return to work options.

According to Ms. Willis this was never under their consideration though. This is evident in a plethora of actions. Perhaps none more so than notifying her that she was being fired on October 1st, 19 days before she missed work. She was given no reason, no cause, no evidence, even upon her request for such. The district's intention then has been to get rid of her, to silence her in retaliation and a direct response to her repeated attempts to hold the district accountable for their actions, to hold them to their words to bring light to their attempts to deceive staff and families. To appeal to the will of select community members as Mrs. Reed stated so in her August 5th conversation in which she also leveraged Ms. Willis' ability to take leave or resign against her willingness to quote unquote stop stirring the pot.

Ms. Willis addressing Ms. Glass - In June you assured me that there would be options to teach safely from home. It wasn't until late July that you communicated that you were revoking such accommodations without justification. You have also made repeated threats to staff forbidding us from working, collaborating, and communicating with one another. When you were withholding information and ignoring our pleas for transparency. You have engaged in unbecoming conduct when you attempted to intimidate employees into submission by yelling and making coercive statements. You do not deserve this district, and they certainly do not deserve you.

Ms. Willis addressing Ms. Glass and Ms. Reed - Your actions are cowardly as they are callous. You had the choice between doing what was right and what was easy. Instead you knowingly made false claims to families and staff in the Falcon Focus in an attempt to contrive a baseless sense of safety, with reckless disregard for the true dangers in our town and in our classrooms.

In reality, Fountain Hills Middle School has been without necessary sanitizing supplies, has been understaffed in custodial workers since last year, and the unwillingness to enforce basic precautions such as wearing masks, social distancing, and limiting gatherings.

Ms. Willis states the district's claims are laughable as is their bases for the conclusions from the hearing officer who paid little attention during the hearing. He repeatedly stated what are we doing and who are we talking about throughout her hearing. She stated the district also paid that hearing officer. The district's discursive argument is a brazen and deplorable joke, used to distract from the unethical, immoral, and illegal actions they have continued to engage in. Their intention the entire time was to dismiss her.

Ms. Willis stated that the fact is, the district knew she wouldn't be there on the 19th, 20th, and 21st. That's why her long term sub, Nick Goodman was there in her classroom ready to work each one of those mornings. Of course she didn't show up. She had already applied for governing board leave and she was told that she was being fired. Why would she have shown up?

She has been asked and asked again why she doesn't just resign and why would she want to work for such a district. Never mind that she is a highly qualified teacher, highly effective teacher, certified in general and special education, never mind that she has been evaluated as Highly Effective every year that she has taught and she has never received any

disciplinary action. Never mind that Arizona and our very own district is short staffed and in desperate need of highly qualified teachers.

Ms. Willis shared that this is her school. They are her students and she loves them fiercely and she will not walk out on them. She will not resign as she has done nothing wrong. The Board can decide to fire her but this is not over. She is going to keep fighting for herself and for her students.

- In response to Ms. Willis' claim that the district paid for the hearing officer, Mrs. Reed asked Ms. Willis who appointed the hearing officer. Ms. Willis stated that the hearing officer was suggested by she thought Don Peders, the district lawyer and her lawyer. Bill Holder was not comfortable with the names given but ultimately her team did not have the final say in the matter. Mr. Johnsen stated that the information is incorrect and that the hearing officer was selected by mutual input from both Ms. Willis' attorney and himself based on exchange of lists from prospective hearing officers. In Mr. Johnsen's recollection, Mr. Peders was the only name on the list that was acceptable to both sides. Mrs. Reed then asked if Ms. Willis' attorney ever stated that he was not comfortable with Mr. Peders to which Mr. Johnsen responded no. Ms. Willis insisted that is not correct and Mrs. Reed asked if her attorney wanted to speak on behalf of that at which he did not. Ms. Willis then asked if the district did pay for the hearing officer to which Mrs. Reed responded that it is the district's obligation. Mrs. Reed also emphasized the question at hand and that was who decided on the hearing officer, specifically asking Ms. Willis if her attorney had any input on the hearing officer. Ms. Willis stated that her team made suggestions and were told ultimately it was not up to them. Mrs. Reed asked Mr. Johnsen if that was correct to which he responded that he can't account for what information Ms. Willis might have received but he can reiterate that by state law, the selection of the hearing officer at the first level is supposed to be a mutual process. If the parties mutually agree to a specific hearing officer, then he or she is assigned to the case. If the parties don't agree on a hearing officer, then the attorneys move to a different level and one would be selected from a list from ADE but in this case the attorneys did not get to that second level because Mr. Peders was the individual that was acceptable by both Mr. Holder and himself.
- Mrs. Reed asked if Mr. Johnsen wanted to respond to Ms. Willis' rebuttal, to which he shared that on the issue of the state of the work place the hearing officer made note that Ms. Willis did come to the work place in July and the beginning of August to retrieve some materials. He noted that she had some concerns about the state of the workplace at that time and he found her testimony about this to be credible so naturally the district's team respects her perception that that was the state of her workplace in late July and early August. The fact of the matter is she was directed to come to work on October 19th, two months later and she did not. She is not in a position to testify about the state of the workplace in October. The district did submit evidence at the hearing that they had made substantial efforts to make sure that they were in compliance with all applicable guidelines from ADE, Arizona Department of Health

Services and the Center for Disease Control and Prevention. This evidence was presented to the hearing officer in the form of written guidelines that were in effect at the middle school with respect of the reduction of the risk of infection. Although Ms. Willis felt like she could not come back to work the hearing officer did not feel that that constituted a reasonable basis for not coming back to work, nor did it change Ms. Willis' just cause for dismissal. The district does not disagree that she had a unilateral subjected belief concerned about safety. That does not mean that she gets some entitlement to unpaid leave. She could either work or not work and the consequences of not working are dismissal. That was the hearing officer's conclusion and the district feels it is correct. In regards to the claim from Ms. Willis about supposed retaliation, he continues that the courts recognize that anytime someone expresses a concern about some internal issue, that may or may not be protected activity, but that protected activity does not insulate that individual from his or her reactions. The notion that Ms. Willis engaged in some behavior over the summer that she felt was standing up for safety in the workplace, we grant that she had those kind of behaviors, but that doesn't protect her from consequences of her subsequent improper behavior of going AWOL for the days of October 19-21, 2020 and she had been directed in writing to show up Monday, October 19th and failed to do so.

- Dr. Wendy Barnard, Board member asked for clarification in regards to Ms. Willis' paid leave in September and wanting confirmation that Ms. Willis was getting paid by the CARES Act. Mr. Johnsen did not know the exact dates that Ms. Willis was on paid leave but referred to the testimony in the hearing provided by Ms. Means, that Ms. Willis' entitlement to paid leave and her entitlement to any other leave had expired by October 19th. Ms. Willis was asked in the hearing if that was correct or not and she confirmed that she had no more paid leave as of October 19th. Dr. Barnard asked Mr. Johnsen if it is indeed true that the district cannot grant someone leave unpaid and have someone collect paid money from the CARES Act through a leave. Essentially you can't have both. Mr. Johnsen confirmed that the question here is whether the board was acting in a rational matter and it would be irrational to give someone who is already on paid leave, unpaid leave and with that he feels the Board's action is completely rational at which the hearing officer had discussed that in his report as well. To this Ms. Willis commented that she was told by Ms. Means on multiple occasions that after the CARES Act had expired that she would be eligible for Governing Board leave. Furthermore, she states that all staff were told that they would be eligible for Governing Board leave when we got the return to work options from the district. She was told by Ms. Means that her receiving the CARES Act would in no way negate that ability. Dr. Barnard then asked Ms. Willis how long did she get money through the CARES Act, up to what date, and at which point she would have to ask the Governing Board for unpaid leave. Ms. Willis responded the 5th of October and that she submitted the request for Governing Board leave on September 29th to begin after the CARES Act leave ended. She submitted it ahead of time as she was told to do so by Ms. Means. Dr. Barnard then confirmed that the Board was unable to approve a leave until after Ms. Willis' paid leave was over which was October 5th. Dr. Barnard then asked Ms. Willis for

clarification on her claim that she was told October 1st that she was being dismissed but then also at the same time asking for a leave of absence October 5th and then again on the 19th. Ms. Willis clarified by stating that she requested a leave of absence on September 29th. On October 1st she received notification that it was the districts intention to fire her, to which she was asked for evidence reasoning that she claims was denied. When she submitted her request for Governing Board leave on September 29th the date that she submitted to start the leave was October 9th after her CARES Act would have run out which she was told by Ms. Means how to proceed in requesting that. Dr. Barnard asked if that email was included in her evidence to which Ms. Willis responded yes and that she was happy to share her screen with the board and she would pull it up. Dr. Barnard responded with no thank you.

- Ms. Glass added that our Governing Board meeting for October was held on the 21st and that by the time Ms. Willis submitted her information, which was requested by the district to have for the last board meeting in September, the district could not act on the leave of absence until the next meeting which was October 21st because per our policy the Board is the only one that can approve a leave longer than twelve weeks. Dr. Barnard made the comment that the Board had granted Ms. Willis a leave last year and there is evidence that that was the case.
- Mrs. Reed asked Ms. Willis when her email requesting leave was submitted and she replied September 29th. Mrs. Reed then reiterated that the Governing Board did not have another meeting scheduled until October 21st and that between September 29th and October 21st the Board would have no way to approve her request for leave, again leaving her to return to work on October 19th until the Governing Board met on October 21st. Ms. Willis said she did not know that and she was doing what she was told to do by Ms. Means and abiding by the timelines in which she was instructed. Mrs. Reed then asked if she was familiar with the district website which has all the Governing Board dates published on it. Ms. Willis responded that she was familiar with the Governing Board policy last year but that had changed. Mrs. Reed then reiterated if she was familiar with the district website that has the Governing board dates posted on it to which Ms. Willis said she was. Mrs. Reed shared that all of our dates are public record therefore knowing the policy and the Governing Board is the only one that can grant a leave of absence it would have been to her benefit to submit that prior to the September Board meeting which Ms. Willis did not do.
- Dr. Barnard was curious and asked Ms. Willis why she didn't just call Mr. Markle, her supervisor if she had no intention of showing up for work. Ms. Willis responded that she was advised not to make contact with the school by the lawyer previous to Mr. Holder. Dr. Barnard asked how that was the district's fault to which Ms. Willis responded that it was not but that there was already a long term sub in her classroom ready to work that day. Dr. Barnard then asked how Ms. Willis knew that and expressed that Ms. Willis was really jumping, a leap of faith, that at a time when it is almost impossible to get substitutes, and our teachers, we do not have a lot of teachers, how was she 100% confident that there would be a

teacher in that classroom Monday morning when she failed to call or show up. Ms. Willis responded with she was told she was being fired and she was under the impression that she was not supposed to be there. Dr. Barnard expressed that she was confused and to clarify, Ms. Willis wanted a leave of absence, but she was fired, but she wasn't supposed to be there. Ms. Willis stated that she requested a leave of absence on September 29th and she was told she was being fired on October 1st and the date that she was supposed to return to work was the 19th. Dr. Barnard then asked if Ms. Willis got a return to work letter for the 19th that make her think that she was not terminated. Ms. Willis stated that she did not receive that after she was told she was getting fired, that was received before that. Dr. Barnard then asked Ms. Willis if she had no idea that she was supposed to be at work on the 19th. Mrs. Reed then asked for clarification from Ms. Glass on if Ms. Willis was directed to return to work on October 19th. Ms. Glass confirmed that yes, Ms. Willis was directed to return to work on October 19th, after fall break when she no longer had any other additional leave or was eligible for CARES Act funding. This information was sent to Ms. Willis by Ms. Means via a detailed letter stating when she was to report and what she was to do. Mrs. Reed then asked Ms. Willis if she received that letter to which Ms. Willis stated the notice she received was not directing her to return to work. The notice that Ms. Glass is referring to is the notice that she received multiple times stating the date her CARES Act ended. She also stated that there were multiple applications that she had to put in because PVUSD, where her children go to school did not give a date that they were going to return to school. For this reason, she applied for her CARES Act leave in increments and each time she did so she got a letter stating when her CARES Act leave would be effective until and when she would be required to return to work. She stated that it was no different than any other verification of her applications for CARES Act leave that she had received before and it was separate than anything regarding her request for leave. It was also separate from the letter that she received that was informing her that she was being fired. So of course, just like she had received it five other times and then with the fact that thereafter she had also been told that she was being fired, she did not think that it applied. Mrs. Reed then asked Ms. Willis when she was notified that her CARES Act had run out to which she replied she was not told that it would not be removed. Mrs. Reed then reiterated that she never received notification and Ms. Willis responded that it would not be renewed, no. That it was ending, yes. Mrs. Reed then asked Ms. Willis when she was told when her CARES Act was ending and she said she would look that up but did not ultimately respond to the question. Mr. Johnsen referred to exhibit twelve and the hearing officer's decision that the letter from October 1st directed Ms. Willis to return to work on October 19th. The letter detailed that her CARES Act will expire and that she needed to report to work on October 19th. Mrs. Jenkins, Board member then asked when the letter was sent to Ms. Willis and how it was sent to her which Mr. Johnsen replied that it was sent on October 1st by email. Dr. Barnard asked Ms. Willis about her request for leave beginning October 19th but Ms. Willis did not think she had to return to work on the 19th and why would she pick the date of the 19th if she did not know that she was supposed to

return to work that day. Ms. Willis responded that she submitted that before she knew she was being fired.

- Mrs. Reed asked Ms. Willis that knowing that she received the letters and that she had other concerns, in each letter that she reviewed regarding her CARES Act leave, it specifically states that if you do not return to work there will be disciplinary action, why didn't she bother to call Mr. Markle the morning of October 19th. Ms. Willis stated that she already answered this in which Mrs. Reed asked for her to answer it again. Ms. Willis replied that it is standard in every letter and every letter that she receives states that. Mrs. Reed asked Ms. Willis why she told her that her CARES Act ended on October 7th and knowing that the Governing Board had not approved her leave of absence between the 7th and the 19th, why didn't she call Mr. Markle. Ms. Willis responded that she was told that she was being fired on October 1st. Even though her CARES Act ended later she still submitted the application for leave before that and she was told she was being fired at the end of her leave. Mr. Johnsen then directed the board to the hearing officer's response that although Ms. Willis had numerous excuses for her failure to report to work or call in he found all of those excuses to be unpersuasive particularly in regard for her failure to advise her supervisor that she would not be reporting as instructed. Mr. Johnsen went on to state that Ms. Willis was sharing the same rationale now that she shared with the hearing officer, with a number of different reasons why she didn't show and one of those reasons was because she had supposedly been told a few weeks earlier that she had been fired. Mr. Johnsen went on to share that the hearing officer found all of those excuses unpersuasive after reviewing all the correspondence that the parties submitted before the hearing and he said that the Governing Board should have that conclusion also.
- Mrs. Judith Rutkowski, Board member asked who told Ms. Willis she was fired and how that came about. Mr. Johnsen responded by saying that he wrote the letter with the administration advising Ms. Willis of her opportunity to resign if she chose rather than go through the possibility of a dismissal proceeding. That letter was sent out on September 29th and Ms. Willis presented that to the hearing officer as part of her evidence so that letter is in the record as part of her evidence. The testimony also alludes to the fact that that letter does not say that she is fired but rather if she would like to resign she has that option. She chose not to resign which is her option as well though the hearing officer noted that Ms. Willis confirmed through her lawyer that she was not going to resign so that she knew that her appointment was not over as she had received written instructions to report on October 19th as discussed. Mr. Johnsen wanted to express that the notion that Ms. Willis was being fired on that particular day was false and that she was told on October 21st after consideration and stating the charges that the intention was to dismiss her and not before. Ms. Willis then stated the way in which Mr. Johnsen discursively phrased how that letter was written is inaccurate and incorrect. It stated that she was going to be fired and that was the district's intention but that they were giving her the opportunity to resign. Of course she didn't resign because she had done nothing wrong. Before she submitted the statement declining to resign she had emailed

Ms. Means and asked why she was being fired and she said she was not going to give her any evidence at that point and that Ms. Willis had the ability to resign so that she didn't have to go through all that. Ms. Willis stated that she hadn't done anything wrong at that point and so she chose not to resign. She also said that the letter stated that if she chose not to resign the district would move forward with firing her and Ms. Willis feels she deserves neither and at that point she had not missed work. Mrs. Reed read directly from the letter that it was an anticipated commencement of formal process for dismissal and does not actually state that she was terminated. And just like this process Ms. Willis would have had the same option to request a hearing and to go through a formal process should the district have moved forward with her dismissal. Mrs. Reed reiterated that at no point in the letter does it say she was terminated and do not return to work. Ms. Willis responded by saying that it certainly sounds as though it does and she is a teacher and not a lawyer and she is a layperson in terms of legal wording or at least she was at that point and she feels any reasonable person would take that from that letter as well. She also stated that she shared it with others and they took the same meaning from it. Mr. Johnsen brought up one other portion of the letter that he feels the Board should take note of and that is in the letter it states that the Governing Board would consider and act on its recommendation at its next meeting October 21st. Mr. Johnsen feels very strongly that the letter does not demonstrate that Ms. Willis was not being fired as of October 19th. Ms. Willis stated that he was incorrect that he is a lawyer. Mrs. Reed reminded Ms. Willis that everyone has the option to explore their resources and that she could have gotten information on that letter. Ms. Willis stated that tried to and Ms. Means told her that she was not giving her any information. Mrs. Reed stated that Ms. Means has a supervisor and asked Ms. Willis if she contacted Ms. Glass at that time. Ms. Willis shared that Ms. Glass told her explicitly, and that she does have it recorded, to not contact her anymore but to only direct her questions to Ms. Means. In that same conversation she told her that she was quote unquote wasting her time.

- Mrs. Reed then asked the Board and Mr. Johnsen if they had any other questions or anything else to share at which point they did not.
- After hearing all the evidence as well as hearing from Mr. Johnsen, Mrs. Reed motioned that the Governing Board consider the hearing officer's recommendation concerning the dismissal of certified teacher, Erin Willis and having considered the objections to that recommendation and arguments submitted by the parties to the hearing, she moves pursuant to A.R.S. statute 15539 that the Governing Board determine that good and just cause for the notice of dismissal that the Governing Board adopted on October 21, 2020 and that the Governing Board affirm that notice of dismissal of Ms. Willis.

Motion: Jill Reed
Second: Nadya Jenkins
The board approved unanimously 4-0
Mrs. Barnard - aye
Mrs. Rutkowski - aye

Mrs. Jenkins would like to state under the presentation of the evidence that they were given and what the hearing officer asserted that she understands to a degree why the messaging from the district may have been confusing, but if Ms. Willis was confused that she should have called her supervisor to ask to get more guidance. Ms. Willis should not fail to report to work. Mrs. Jenkins votes aye.

Mrs. Reed stated that after reading all the evidence and listening to the testimony of Ms. Willis and Mr. Johnsen she is disappointed that a simple phone call probably could have prevented this and had Mr. Markle been contacted on the morning of October 19th that we may not be here. It's disappointing each time that we have to let a teacher go from our district but unfortunately she sees no other way. Mrs. Reed votes aye.

- Ms. Willis then asked Mrs. Reed about the threats she claims that Mrs. Reed made to her that she needed to keep her mouth shut or she would not be granted leave.
- Mrs. Reed told Ms. Willis that at this time the Governing Board has voted and they have done everything possible to make sure that documentation has been set forth and they have listened to Ms. Willis' testimony. Mrs. Reed is very sorry that on the morning of October 19th Ms. Willis chose not to call Mr. Markle if she truly were terminated or to report that she would not be coming to work. The Board's decision is final.
- Ms. Willis then asked if contacting the HR department was not the correct move. She stated that it was her understanding that contacting HR was the appropriate department to contact.
- Mrs. Reed stated that if Ms. Willis continued to speak out she will be removed from the meeting.

VII. Future Action

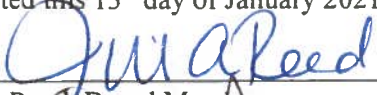
VIII. Dates of Upcoming Meetings

Wednesday, January 13, 2021 and Wednesday, January 27, 2021 – Board Meeting
@ 6:30 p.m. in the FHUSD Learning Center

IX. Adjournment

Motion: Nadya Jenkins
Second: Judith Rutkowski
Time: 2:45 p.m.

Dated this 13th day of January 2021



Jill Reed, Board Member



Dana Saar, Board Member



Wendy Barnard, Board Member



Nadya Jenkins, Board Member



Judith Rutkowski, Board Member