



FOUNTAIN HILLS

UNIFIED SCHOOL DISTRICT

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

"We Achieve and Celebrate Educational Excellence"

Wednesday, December 9, 2020

Executive Session

5:30 p.m.

Regular Board Meeting

6:30 p.m.

I. Call to Order

Time: 5:30 p.m.

II. Roll Call

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

III. Approval of Agenda

Motion: Nadya Jenkins

Second: Judith Rutkowski

The board approved unanimously 4-0

IV. Pledge of Allegiance

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

V. Executive Session

The Board may vote to go into Executive Session pursuant to A.R.S. 38-431.03 (A) (f) in order to conduct the Superintendent's Annual Evaluation.

Motion: Nadya Jenkins

Second: Judith Rutkowski

The board approved unanimously 4-0

Time: 5:32 p.m.

The regular meeting reconvened at 6:54 p.m.

VI. Informational Reports

a. Superintendent's Comments

- Enrollment Stabilization Grant was approved for \$269,000, even though we applied for \$369,000. However, changes may be coming from the Governor's office indicating only \$5.00 per student which would be a substantial difference for our district.
- We will begin utilizing Peachjar on January 4th which is a free digital flyer portal for our district that will be available on the homepage of our district website.
- With prop 208 we should receive \$935,000. However, the Goldwater Institute has filed lawsuit against Prop 208 indicating that it is unconstitutional.
- We received an emergency proclamation from Dr. Cara Christ mandating that we all have to wear masks at all times throughout the school day including activities. This will be enforced until it is removed by the Governor's office.
- Update on COVID: The town of Fountain Hills is completely red but FHUSD schools are yellow. Although numbers are climbing, we will continue to monitor the situation and look at data to decide how we will proceed coming back to school after Winter break.
- Jill Reed, Board President presented Dr. Allen with a certificate, years of service pin and retirement crystal apple.

b. Unaudited Financial Report

c. Student Activity Accounts

d. Auxiliary Account Funds

e. Site Council Minutes

- Board loves to read these and they learn so much. High School presented their first report and the Board was impressed with the number of people on the High School Site Council.

f. Current Enrollment/Withdrawals

- 1312 Total students
- 343 total at MMES with 5 new enrollments and 4 withdrawals
- 461 total at FHMS with 4 new enrollments and 2 withdrawals
- 508 total at FHHS with 1 new enrollment and 2 withdrawals

VII. Public Comments

VIII. Consent Agenda

a. Donations

- Donations from private donors of PPE were received at the High School. A local business (FTS USA) donated 500 N95 masks with a value totaling \$2500 to the district. Thank you letters were sent to all donors.
- The Board expressed it's gratitude for individuals in the community donating PPE to the schools.

b. Accounts Payable Vouchers

- November 1, 2020 through November 30, 2020
- c. Payroll Vouchers
 - November 24, 2020
- d. Personnel Action
- e. Approval of Minutes for November 18, 2020

Motion: Judith Rutkowski
 Second: Nadya Jenkins
 The board approved unanimously 4-0

IX. Information/Discussion Items

- a. Superintendent Evaluation
 - According to Policy CBI – Evaluation of Superintendent:
 “The Board president will schedule a meeting not later than December 18, when the Board will devote an executive session to the evaluation of the superintendent’s performance, to discuss working relationships between the superintendent and the board, and to review the superintendent’s contract (with the superintendent present). If the Superintendent’s contract is in its first year, this initial evaluation will not be a comprehensive evaluation, but will be used to allow the Board to communicate its perspective on the Superintendent’s performance to date and to allow the Board and the Superintendent to communicate on performance matters. Additional first-year evaluations may be completed by the Board at the Board’s discretion or upon invitation by the Superintendent; however, the first fully comprehensive evaluation will be that which occurs in November of the Superintendent’s second year”.
 - The Board received the evaluation tool electronically and completed documents were sent to Board President, Jill Reed. The Board and Dr. Glass completed an executive session at 5:30 p.m. today to conduct the superintendent’s evaluation. It was a very productive meeting.
- b. 2021-22 & 2022-23 School Year, Payroll and Work Calendars
 - Calendar committee worked through several calendars from other districts to develop the school year calendars that were presented. Based on those, Alex Means, our HR Coordinator put together pay date and work calendars for 9, 10 11 and 12 month employees.
 - The Board appreciates the new format of the calendar and it ease of use and commented on how it is similar to our calendars from years passed which they like.
 - The calendars will be presented as an action item at the January 13th Board meeting.

X. Action Items

- a. Virtual Instructional Aide I - Job Description
 - This position will work in conjunction with our virtual teachers. It will encompass more duties than a typical instructional aide position, such as grading and inputting assignments into the gradebook as well as coaching students attending the virtual teacher classrooms.

Motion: Nadya Jenkins
Second: Judith Rutkowski
The board approved unanimously 4-0

- b. Policy GCQC – Liquidated Damages
- A certified staff member is resigning due to ongoing medical issues and requesting a waiver of the \$1,500 in liquidated damages.
 - The Board appreciates when our staff, if they do need to break their contract early, request in writing to the Board a waiver as they try to be as conscientious as they can about things like this.

Motion: Judith Rutkowski
Second: Wendy Barnard
The board approved unanimously 4-0

- c. Approval of Revised Budget 2020-21
- FHUSD was recently notified by ADE that in accordance with A.R.S. § 15-905 the district's FY 2021 budgeted expenditures exceed the general budget and unrestricted capital budget limits as calculated by ADE. The revision requires the district to reduce its M&O budget by \$127,225 and the UNR budget by \$6,446. Factors affecting the budget calculation originally adopted in June include 40th day enrollment data and Annual Financial Report data published in October.

Motion: Judith Rutkowski
Second: Nadya Jenkins
The board approved unanimously 4-0

- d. Superintendent Goals
- Dr. Glass shared her goals for 2020-21 at the October 21, 2020 board meeting.
 - Dr. Barnard expressed that they were very detailed and that she appreciates that they include long term and short term goals.
 - Mrs. Rutkowski likes the action items that you included with each goal.

Motion: Judith Rutkowski
Second: Nadya Jenkins
The board approved unanimously 4-0

- e. School Climate Survey
- As a way to collect objective information on school climate for strategic planning at the district and school level, the governing board would like to conduct a survey with all stakeholders (teachers, staff, families, and students). Using funds from the governing board budget, these results would allow the governing board and school leadership to make data-driven decisions to best meet the district's needs. The three companies who can provide the services are: Panorama Education, McRel, and TrustEd. Information on surveys, timing, cost, reporting, and follow-up are included in the attachments.

- The Board feels that someone from an outside organization needs to handle this for this year and for it to include professional development so that they can use the information for strategic planning.
- The Board conditionally approved Panorama Ed to conduct our school climate surveys based upon conversation that Dr. Glass has with the company to see if they can meet the needs of our district.

Motion: Judith Rutkowski

Second: Nadya Jenkins

The board approved unanimously 4-0

- f. Consideration of 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.

- District Attorney Donald Johnsen shared that the hearing took place as scheduled, Nov 25th. Hearing officer recommended post hearing briefs from both sides the Tuesday after Thanksgiving. Unfortunately, the recommendation has not been received. When the hearing officer is done he will get the recommendation to governing board and copy both councils.

Motion to table the consideration of the hearing officer's recommendation until received: Jill Reed

Second: Nadya Jenkins

XI. Governing Board Reports

- Wendy Barnard – Dr. Barnard followed Mrs. Rutkowski's report sharing that FHUSD does have an equity task force. She also shared that this is the time of year that we usually have so much to say with Turkey day at the elementary school and band concerts. She attended the Freshman parent meeting tonight and it was really nice. A lot of people attended it. We did get a final football game which not only pleased the football parents, but the less vocal parents of the pom squad and the band so that they all had one last chance with their kids. The senior night was really well done and was really sweet. They made a big deal out of it and it was really nice to see all the students from every sport get recognized as a senior.

- Judith Rutkowski - Mrs. Rutkowski was the delegate for the law conference for December. She attended the virtual HNIC board meeting. It was the first meeting and they had their caucus election for the board officers. She was the Delegate for the ASBA annual conference 12/3 and 12/4. They also voted on officers. She attended breakout sessions including Hidden gifts: Equitable practices for identifying and assessing. Her biggest takeaway was that people didn't always consider students of color for gifted programs. No schools should be doing this and all students should work up to their ability and to promote excellence for all students. She also attended Leading for equity: How boards can begin to accelerate their educational equity efforts. It was also a very good conference. They talked about having an equity task force at your school to meet the needs of the students. She attended Education, equity and employment: Solving the teacher shortage locally. In this session she learned about equity and meeting the needs of students.
- Nadya Jenkins - Mrs. Jenkins attended senior parent administration night. She got her action items out of the meeting and confirmed community service, paid for graduation and cap and gown so she is all good. She has been helping her sophomore daughter get through midterms and some finals from semester only classes. She shared that her daughter has one more class' final to get through.
- Jill Reed - Mrs. Reed also attended the senior virtual night. She thought it was very well presented and told Mr. Alexander he did a nice job. It was great to hear about the yearbook and the senior pages as that is all the fun stuff about senior year. Mrs. Reed made a recommendation that the community service opportunities that are known by the school, maybe can be shared with seniors by Mr. Brady so that those that are lacking hours can easily find options. She shared that she attended the Geometry of a leader conference, and it was a lot of fun. This company, Youth Frontiers typically comes to the schools and does the kindness tree, a lot of anti-bullying stuff, how to be a good friend, and how to use your words and speak up for yourself with our kids. This particular seminar was a lot of fun and included 40 people involved in virtual seminar. Because the company is based out of Minnesota, she was the only one with no snow and lots of sun. The seminar included topics such as having courage and being humble. They provided a lot of great information. She shared that she loves Youth Frontiers and with COVID is glad they can be innovative and do other things since they cannot be out in schools.

XII. Future Action

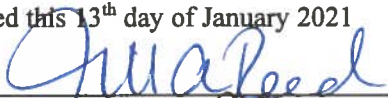
XIII. Dates of Upcoming Meetings

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


XIV. Adjournment

Time: 7:48 p.m.
Motion: Nadya Jenkins
Second: Judith Rutkowski
The board approved unanimously 4-0

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