



FOUNTAIN HILLS

UNIFIED SCHOOL DISTRICT

MINUTES OF THE WORK STUDY SESSION OF THE GOVERNING BOARD FOUNTAIN HILLS UNIFIED SCHOOL DISTRICT NO. 98

"We Achieve and Celebrate Educational Excellence"

Wednesday, February 24, 2021

Work Study Session

6:30 p.m.

I. Call to Order

Time: 6:30 p.m.

II. Roll Call

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

III. Approval of Agenda

Motion: Nadya Jenkins
Second: Judith Rutkowski
The board approved unanimously 5-0

IV. Pledge of Allegiance

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

V. Call to Public

VI. Superintendent's Comments

a. Summer School

- Working on adding additional classes, not just remediation.
- Early graduation (Dec/May.)
- Encouraging attendance for credit recovery from Schools PLP so that come Fall students are where they need to be.

- Looking to provide one on one tutoring should a student need it.
 - Provide focused and targeted instruction in reading and literacy. Requirements from Governor for additional funding.
 - Options for learning available to middle school in PLP and iExcel.
 - Youth sports program through all grades in collaboration with the town and the Boys and Girls Club.
- b. Facilities Planning
- We are in the early planning stages of a facilities audit with Gordian.
 - Gordian will conduct facility interviews with staff that work directly with the facilities.
 - Completed report will be shared with governing board by Gordian.
- c. Strategic Plan
- We are currently gathering data from other school districts.
 - We will send out a stakeholder survey through Panorama.
 - We will utilize the facilities audit in putting together the plan.
 - Discussion took place on who the board may want to facilitate this plan?
 - It was suggested by the board that we have someone from outside of the town so that it does not become emotional.
 - Possibly ASBA can recommend somebody.
 - We will look into either having an interview panel to choose the appropriate person or the board (possible subcommittee of board) and the superintendent will decide together.
 - It was suggested that we start shortly after July and utilize the 21-22 school year to complete it.
 - Possibly utilize Vision Fountain Hills.
- VII. Work Study Discussion Items (Please note this was only a discussion and no decisions were made or action taken)
- a. Panorama Survey
- Board was asked to rank topics that they would like to see on the survey.
 - Based on those results, what does the Board feel are the best choices.
 - We will start with the top 3 choices for parents chosen by board and utilize the other surveys as committees and groups need the info.
 - The discussion led to the Barriers survey for Parents and Ms. Glass felt that would help with the work of the communication committee.
 - It would be important in these surveys to ask for parents to consider their answers from pre-covid.
 - High School did away with Back to School night and although that was not necessarily heavily attended it was appreciated by many families. This facilitates a face to a name and then we can go to email and text communication.
 - For all surveys add an open ended question of "is there any topic that you would like to address that we have not covered" with character limit of 500.
 - Stress data from FH Coalition.
 - We must create mutual respect between teacher and students.
 - Parents with multiple students need to complete one for each student so that it is comparable.

- Does Panorama have comparisons from other districts that we can look at?
- b. Staffing Model
- Understanding what the priorities have been for the needs of the community and school.
 - The bottom line in creating our staffing model could mean the difference between 1% to 3-5% raises for our staff
 - The staffing Model was created with Meet and Confer. Meet and Confer and the Board approved class sizes and Teacher to student ratio for SPED Programs.
 - What is the overall priority for the staffing model?
 - The board has concerns about not utilizing the class size reduction override.
 - Is there a possibility of having a para professional in each lower grade class if the Board agrees to meet the Meet and Confer class sizes?
 - This year has been a hard year but next year is not the year to drastically change things.
 - Most universities and companies are not giving raises so it would not be unexpected by our own staff.
 - What can keep our enrollment from trending down? Can we look out 5 years to see what that trend will do to the size of our classrooms.
 - How can we utilize the skills of our great teachers and have them teach multiple grades at the middle school and high school? Do we compensate them for the extra prep? Possibly pay an hourly employee to grade papers and alleviate some of the menial work?
 - We do not have enough staff to meet graduation requirements and do the best that we can do to give them what they need.
 - Is it possible to utilize Schools PLP for AP students or possibly partner with a community college where they may earn credit toward their Associates Degree?
 - For SPED we have too many para professionals at the elementary school but not enough at middle school. The high school is properly staffed.
 - Our SLP has 74 kids across all 3 schools which is a heavy load. We currently have an SLPA but it would benefit us to go back to the model of two SLP's.
 - We do have some positions that will no longer be funded by the results based funding so we will have staffing positions that we will have to move around. We also did not get the funding for prop 202 which would affect the intervention specialist at the high school. We are working to see how we can cover the intervention work that position fills.
 - AVID needs growth to meet the potential that program has.
 - We need to rework the science offerings so that students have options other than biology and chemistry.
 - We are in need of an additional PE teacher at the high school. With that said, who is teaching the girls health since the only PE teacher is a man?
 - We do need to hire the AD but can that also be a dean of students so that students who need additional assistance and attention that person can work with. Can this benefit the implementation of BT, PBIS and Panorama Student Success. We need to be open minded about the position as the AD is a big job and we don't want to put too many parameters to this

person. With coaching can the AD be an assistant coach? We need to focus on the what the person can offer, not just an overall position.

- Our teachers are our number one. If we are eliminating teachers, we need to look at the overhead across the board.
- Share special teachers between schools to keep certified staff employed.
- How can we be creative and keep our staff employed, keep their pay competitive and keep our students number one.

VIII. Future Work Study Agenda Items

- a. Communication Needs
- b. Budget
- c. Override/Bond
- d. Land

IX. Dates of Upcoming Meetings

Wednesday, March 10, 2021 - Board Meeting @ 6:30 p.m. in the FHUSD Learning Center

X. Adjournment

8:25 pm

Motion: Nadya Jenkins


Second: Wendy Barnard

The board approved unanimously 5-0

Dated this 10th day of March, 2021



Nadya Jenkins, President




Judith Rutkowski, Vice President



Jill Reed



Wendy Barnard



Dana Saar