



# 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, January 13, 2021**

**Regular Board Meeting**

**6:30 p.m.**

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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. Pledge of Allegiance

Mrs. Reed called upon Mayor Ginny Dickey to lead the audience in the Pledge of Allegiance.

IV. Swearing in of New Governing Board Members

- a. Jill Reed was sworn in for another term. She has previously served two terms for a total of eight years.
- b. Dana Saar was sworn in as a new Board Member. He previously served on the FHUSD board for fourteen years.

V. Approval of Agenda

Motion: Judith Rutkowski

Second: Nadya Jenkins

The board approved unanimously 5-0

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

VI. Election of Officers 2021

Wendy Barnard nominates Nadya Jenkins as President.

Motion: Judith Rutkowski  
Second: Jill Reed  
The board approved unanimously 5-0

Nadya Jenkins nominates Judith Rutkowski as Vice President

Motion: Jill Reed  
Second: Wendy Barnard  
The board approved unanimously 5-0

VII. Informational Reports

a. Superintendent's Comments

- Ms Glass Introduced our new staff members. Rachel Collins - ESS Coordinator, Catherine King - Director of Finance and Alex Means, HR Coordinator
- Ms Glass also shared an update on Four Peaks. She has finished negotiating lease agreements for the current tenants. She has done several walk throughs with John Flynn. They have shown the building to several new perspective tenants to lease space to. The town will be working on the rebranding of the space and name it the "The Biz Hub of Fountain Hills." Once the decision has been made they will do a significant rebranding of the building for the community.
- Ms. Glass had the opportunity to talk with Tina Marie from Panorama. They have great survey tools as well as a great multi-tiered system of support software and social emotional learning software that she is very excited about. She feels the survey tool the board reviewed will be a really good option for our community, staff and students.
- She also shared that we have lots of committees going on right now. All of our building administrators and department chairs are working through different types committees. One committee in particular is technology, where they are working to build a technology plan as we currently do not have one and need a plan to repair and replace our current devices. Dennis Wright is leading that committee and he will work with parents and staff to work through those plans and try to determine the best course of action for replacement as well as improvement of technology for our staff and students. Barrie Pinto is working on the AVID school wide implementation at the high school. Primarily AVID is taught one period a day for students that qualify. By now we are in year four of implementation and we should have four classes of AVID and it should be pretty prevalent in the high school. This

committee is working on the implementation of school wide AVID with a site team. Valerie Dehombreux is leading the staff evaluations committee. Jeff Markle is leading the attendance committee because we have a high absentee rate for our students across the board regardless if they are attending online or in person. This committee will be working through the state statute to determine our best option with attendance. We have a Meet and Confer committee for both Professional staff and support staff. We have an Equity, Equality, Tolerance committee that will be working through celebrations and teaching different topics and ideas to our students. Lastly, we have the MTBS - behavior support committee which the funding for the program is through a grant awarded by ADE. We will have a lot more as we continue through the year.

- Ms. Glass completed the Customer Service training with all of the office staff will share with other staff throughout the district.
- She shared that with athletics in the fall we agreed to not have students travelling no more than an hour on a bus or no further than 60 miles. AIA is not allowing games to be cancelled because of COVID without going through an appeals process and without the possibility of a \$3,000 penalty. Because of this we are trying to look for alternative methods to get children to those games but one of the schools is Page and that is three hours away. If we cancel the games, it is three school districts and possibly six games. We are trying to figure out how to transport with such a distance but keep our kids safe.
- Dr. Barnard asked if it was the board that made the decision of the 1 hour/60-mile limit to which Ms. Glass said it was through a conversation not a board decision and she wanted to remain consistent throughout the sports. She also shared that it was much easier to make changes in the Fall but the Winter season is so condensed the option to move games around is not as easily come by. Dr. Barnard expressed that was a lot of money to forfeit in the event we have to cancel games and Ms. Glass assured the board that Mr. Alexander and herself were working with Mr. Flynn for the best solution.

- b. Student Activity Accounts
- c. Auxiliary Account Funds

#### VIII. Public Comments

- a. Call to the public: This is the time for the public to comment. Members of the Board may not discuss items that are not specifically identified on the agenda. Therefore, pursuant to A.R.S. 38-431.01 (H), action taken as a result of public comment will be limited to directing staff to study the matter, responding to any criticism or scheduling the matter for further consideration and decision at a later date.

#### IX. Consent Agenda

- a. Accounts Payable Vouchers
  - December 1, 2020 through December 31, 2020
- b. Payroll Vouchers
  - January 12, 2021
- c. Personnel Action
- d. Approval of Minutes for December 9, 2020
- e. Approval of Minutes for Special Board Meeting, December 17, 2020

Motion: Judith Rutkowski  
Second: Wendy Barnard  
The board approved unanimously 5-0

X. Information/Discussion Items

a. Governing Board Retreat

- The Governing Board decided the retreat will take place on January 28, 2021 from 4:30-6:30 pm.
- The Board will create a formal to do list including having more work sessions so that we can have more conversation and get the Boards feedback on things that we are doing or things that we would like to do in the district. The Board does not always make all those decisions but understanding what the Board's thoughts are would be very helpful in making those decisions.
- Mr. Saar suggested it be in a smaller room such as the conference room in the Learning Center.

b. Staff Handbook

- Ms. Glass wanted to share the work to date that has gone into the staff handbook. We took district policies and modeled handbooks from other districts as well as our Meet and Confer documents from both Professional and Support staff to create the handbook. Alex Means did the lion share of work but collaborated with the administrators. This will be used in the Meet and Confer meetings. We will be using the handbook to be sure that we properly document the policies, regulations and changes that the Meet and Confer is suggesting in the formal process of adoption and review. This is just a draft and includes the evaluation system and the 301 performance pay. We will be sure this document is all encompassing and focuses on the really important pieces that the staff wants to discuss during meet and confer and that we are not continuing with policies every single year that we have already taken care of.
- Dr. Barnard commends Ms. Glass on this as it is very comprehensive. She appreciates that many hands were a part of this and that it will go back to teachers for review as well. She asked if there will be a signature of receipt required in which Ms. Glass replied yes there would be and components of this will be used in orientation.
- Mr. Saar asked if it would be taken to legal counsel to which it will not as it is taken from ASBA policy manual which has already been legally reviewed.

XI. Action Items

a. Approval of 2021-22 and 2022-23 School, Payroll & Work Calendars

- The Calendar Committee met on October 21st and October 13th to discuss the 2021-22 and 2022-23 school calendars based on the parameters set by the Governing Board. They reviewed several calendars with varying start dates and student vacation days. The committee unanimously chose the 2021-22 and 2022-23 calendars with input from each site's staff and Site Councils, FHEA, and community. The Payroll and Work calendars were then created by Human Resources working with the information

provided by the 2021-22 and 2022-23 School Calendars as well as the Meet and Confer documents. Committee members include Kelly Glass, Superintendent, Amy Laughlin, Teacher MS, Jill Cooper, Teacher ES, Jenny Guerrette, Parent, Kris Alexander, Principal HS, Krista Andreae, Classified DO, Kristina Robinson, Teacher HS, Lynn Truby, Teacher HS, Nicole Perkins, Parent, Paul McElligott, FHEA, Pam Mynars, Classified HS, Renne Maontague, Classified ES, Star Grieco, Parent, Val Dehombreux, Principal ES, Willie Dudley, Athletic Director, Bruce Gjerstad, Teacher MS, John Flynn, Facilities, Jeff Markle, Principal MS

- Ms. Glass thanked the committee members again for the time that it took to go through all the calendar options offered.
- Mr. Saar opposes this type of calendar and asked what research was used. Ms. Glass shared that it is not based on research, but that we provided the balanced calendar as well as the traditional calendar to the Calendar committee and they preferred the traditional calendar. She also feels they just did not have enough time to make a comprehensive decision on the balanced calendar.
- Mrs. Jenkins spoke of utilizing future surveys and to include the calendar component so that we get a true image of what our community would like.
- Dr. Barnard agrees with Mrs. Jenkins. She is concerned about teachers, based on Arizona teacher pay, many work second jobs during the summer to boost their pay. She also feels that it would be very complicated to not bring it back to our families and teachers.
- Mrs. Reed agrees with Dr. Barnard and adopting a different calendar brings different issues. While we do need to look at the educational data we want to do what's right for our kids and school isn't the only thing they have. It brings in custody issues, summer jobs, family experiences. She shared that going back in history a little bit, the board decided to take away Fall break one year and it created such an uproar that several families actually looked to go to Scottsdale. With enrollment being such a big issue for us, she doesn't want to upset the apple cart and wants to maintain what's best for our families here. She feels putting it into a survey would be beneficial. In her experience, parents in this district want to be done by Memorial day and don't want to go back until after Labor day which of course is not an option. They also want Fall break, Winter break and Spring break. She does agree with Mr. Saar that a balanced calendar is better for education but that may fall to the wayside for what the parents desire.

Motion: Wendy Barnard

Second: Jill Reed

The board Voted 4-1 in favor of the calendar

Nadya Jenkins - Aye, Judith Rutkowski - Aye, Jill Reed - Aye, Wendy Barnard - Aye and Dana Saar - Nay

## XII. Governing Board Reports

- Nadya Jenkins - Mrs. Jenkins welcomes Mr. Saar to the board. She echoes the sentiments from Dr. Barnard and Mrs. Reed about the hard work our teacher and

administrators have put forth. They want the kids in the classroom. She feels the reason teachers choose the profession is they want the face to face connection with the kids so being there in the classroom is where they want to be and we want to get them back there as soon as possible and as safely as possible. She really enjoyed the break. She too is a secretary to her kids so it was very nice not to have to do homework every night but now we are back at it.

- Judith Rutkowski – Mrs. Rutkowski thanked the Board for voting her to be vice president. She appreciates it.
- Wendy Barnard – Dr. Barnard appreciates school administrators, the district office and teachers. It has not been easy dealing with COVID and being online. She appreciates the efforts being put forth and the committees being formed. She feels that we are very lucky that the kids can be back to school in person next week and appreciates that the district is flexible regardless of rules set forth because many districts are not going back and it is heartbreaking for kids especially kids that are not privileged enough to live in families where it is safe for them. She is also very excited that AIA has decided to have winter sports because it is so important to normalize what we can. She appreciates the coaches and Athletic Director that have done such a great job explaining to the kids what is happening.
- Jill Reed – Mrs. Reed wishes her congratulations to Mrs. Jenkins. She welcomes Mr. Saar and congratulates Mrs. Rutkowski as well. She too would like to thank our teachers as other districts are closing schools due to teachers doing sick outs and she appreciates our administration and teachers for continually showing that our kids are first here and at any time they could walk out as well, but they haven't. Every day they show up and are working in their classrooms. She knows that everybody wants to get the kids back in classrooms including our teachers and she appreciates the work that has gone into that.
- Dana Saar – Mr. Saar thanked the Board for welcoming him. It's good to be back in K12.

XIII. Future Action

XIV. Dates of Upcoming Meetings

Wednesday, January 27, 2021 – Executive Board Meeting @ 5:30 p.m. with regular Board Meeting @ 6:30 p.m. in the FHUSD Learning Center

XV. Adjournment

Time: 7:23 p.m.


Motion: Dana Saar

Second: Nadya Jenkins

The board approved unanimously 5-0

Dated this 27<sup>th</sup> day of January 2021

  
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Nadya Jenkins, President

  
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Jill Reed

  
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Dana Saar

  
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Judith Rutkowski, Vice President

  
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Wendy Barnard