



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, March 25, 2021

Work Study Session

5:00 p.m.

I. Call to Order

Time: 5:00 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. Public Comments

VI. Superintendent's Comments

a. FHUSD Facility Rental Policy Manual and Fee Schedule

- This is a new process for facility rental as the district has not had one before. We have been cautioned by our attorney that we should be careful about renting to political groups. Appendices including fee schedules should be closely looked at by the board as they will be voting on the fees.
- Our fee schedule is based on the town's community center.

- The community center typically does waive fees up to a certain amount for nonprofit organizations.
 - During sports seasons, fields and courts should be designated only to our teams. That includes practices and games.
 - We hope to set up meeting rooms at Four Peaks for outside groups instead of using the Learning Center.
 - We are working on getting the keys organized so that we can standardized our systems and have accountability with all staff. Outside organizations should not have keys to our facilities.
 - This will help us have a more concrete process and this will all go through the superintendent's office.
 - Once approved, this information will be made available on the website.
- b. Communication Committee Feedback
- The document presented is an outline of what the communication committee will work from to move forward to establish guidelines for communicating with our families
 - The community will use data from surveys to base the guidelines on.
 - We'd like to have goals and objectives with outcomes.
 - Kelly would like feedback on the communication outline at our April work study session.
 - The committee will consist of staff, students, parents, community members and the board suggested adding realtors.
- c. Assistant Principal Position
- Moving the TOSA position at the middle school to an assistant principal position.
 - The admin costs are high in our district in comparison to other like sized districts even though we have fewer admin staff.
 - Kelly has worked with our director of finance and dug into the details of our coding and has found school level expenses as well as 3 people that are coded to admin that should not have been. Our director of finance is going through and changing the codes so that they are properly reported to the appropriate accounts.
 - The position will be similar in pay to the current position, maybe slightly higher, but it will be more responsibility and give a large amount of help to Mr. Markle.
 - This will not be a newly posted position just a shift in title for the current TOSA.
 - The board is happy with having the current TOSA that is in place and feels that the administration in whole has been doing a great job and see the difference that they are making.
 - They prefer that the admin costs remain somewhat the same.
- d. Supplemental Pay Scales
- The board is unfamiliar with the weighted pay scale that was presented to the board. Last year they put together a list of stipend pays based on the different positions, etc.
 - The stipend pays should be posted.
- e. ESSR II grant has been completed and submitted. If approved, it'll allow funding for:
- After school tutoring
 - Comprehensive summer school plan

- Panorama student success program
 - Water bottle fillers
 - Covid mitigation supplies
 - Transportation
- f. Governor Ducey's Executive Order 2021-06 does not rescind 2020-51 so we must continue to wear masks and follow mitigation strategies.
- g. Kelly got a call today at 3 pm that Chris Thomas will not be able to do our Open Meeting training on the 14th but he is available on April 7th at 3:30 pm. We will still do it in person in the Learning Center. Dinner will be served.
- VII. Work Study Discussion Items
- a. Enrollment and Facilities
- The community median age is now 55 and the older community is liking the fact that Fountain Hills is becoming an older community and fewer families are living here.
 - There are no projections for growth for families in Fountain Hills.
 - With current projections, in a few years it would be feasible to close McDowell Mountain, move the students to the middle school and hand it over to the town.
 - By 2030, with current projections, we could feasibly house all students on the high school campus and turn the land back over to the state.
 - Both buildings are costing us money to maintain and it would enable us to pay for superior staff and give the best education to the students that we have.
 - We have the ability to increase our funding without increasing our taxes because we are lucky enough to have resources to use.
 - We still need to consider the 300 students that leave every day because we don't offer the programs that the students are seeking.
 - We lack partnership with town programs.
 - Customer service committee is going to be important.
 - Our salary schedule is not as competitive and we can use our resources to increase it 5% every year.
 - School Choice is also hurting our numbers.
 - At some point there needs to be a shift and we need to figure out what changes need to be made so that we don't continue to lose the kids in our community.
 - We need to keep our options open when it comes to facility use.
 - We need to listen to our students and our alumni and ask them what they need from us to keep them here.
 - People are not going to leave if they have relationships. But they feel no one cares so they do leave.
 - We need to build relationships, community and connections.
 - We need to have consistency and quality in our administrators across the sites.
 - We need to hire and retain amazing teachers.
 - We need to be realistic but we also need to be optimistic.
 - Think outside the box.
 - We need to publicize the programs that we do have.
 - We need to have consistency with dates and timelines from year to year and have the dates planned a year in advance.

- We are developing an organizational checklist so that we can have the consistency from year to year.
- We are starting curriculum work with the elementary school who will be adopting Beyond Textbooks next school year.
- The curriculum issue is pretty significant and the board should be prepared because there is going to be a lot of change. We are not meeting the guidelines and we need to fix that.
- The board is not oblivious to what is going on. They want to fix it.
- It would be great to have teachers (FHEA) attend board meetings, especially work study sessions so that they can see the changes the board is working on.
- K-3 curriculum and discipline improvements will help to keep students from leaving.
- Individualized instruction is also an important factor.
- It is more important now than ever to have a strategic plan and put a formalized strategic plan committee together in order to achieve any of the objectives we are putting in place.

VIII. Future Action

- Budget
- Administration Costs in relation to Attorney General Report

IX. Dates of Upcoming Meetings

Open meeting law training Wednesday, April 7th at 3:30 p.m., Wednesday, April 14, 2021 – Board Meeting @ 6:30 p.m. and April 28, 2021 – Work Study Session @ 5:00 p.m. in the FHUSD Learning Center

X. Adjournment


7:05 pm

Motion: Nadya Jenkins


Second: Wendy Barnard

The board approved unanimously 5-0


Dated this 14th day of April, 2021



 Nadya Jenkins, President



 Judith Rutkowski, Vice President



 Jill Reed

 Wendy Barnard



 Dana Saar