



FOUNTAIN HILLS

UNIFIED SCHOOL DISTRICT

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

"We Achieve and Celebrate Educational Excellence"

Wednesday, October 27, 2021

**Business Meeting and Work Study Session
5:00 p.m. to 7:00 p.m.**

Business Meeting

I. Call to Order

Time: 4:59 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. Alexander to lead the audience in the Pledge of Allegiance.

V. Public Comments (*Members of the Governing Board shall not discuss or take legal action on matters raised during an open call to the public unless the matters are properly noticed for discussion and legal action*)

- Madicyn Reid shared her concerns about the budget and the role of the school board officials.

VI. Consent Agenda

- Personnel Action Report

- Approval of 2021-22 Clubs for FHMS and FHHS
 - FHMS:
 - Fashion Club (Adrienne Larsen, Sponsor)
 - Yearbook Club (Garnett Pennington, Sponsor)
 - Running Club (Mary McDonald, Sponsor)
 - Robotics Club (Mary McDonald, Sponsor)
 - FHHS:
 - Chess Club (Paul McElligott, Sponsor)
 - Key Club (Delaney Kazee, Sponsor)
 - STUGO (Austin Keating, Sponsor)
 - National Honor Society (Cristine Barsema, Sponsor)

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

VII. Adjournment of Business Meeting

Time: 5:09 p.m.

Motion: Nadya Jenkins
 Second: Wendy Barnard
 The board approved unanimously 5-0

Work Study Session

I. Call to Order

Time: 5:09 p.m.

II. Approval of Agenda

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

III. Information/Discussion Items

- Override Update
 - The PAC Committee is continuing to meet regularly and is led by Tana Boersma.
 - She has done a lot of organizing from community members holding “Yes” signs at the school sites to the spearheading of fundraising.
 - Mrs. Boersma also spoke at a couple political club meetings over Fall break and Ms. Glass picked back up last week by attending both Kiwanis meetings.
- Strategic Planning Update
 - The Board has been talking for approximately nine months about starting work on a strategic plan. It was originally tabled due to the override, but

we are now starting to move forward with that goal and have a planned kick off of January or February 2022.

- Ms. Glass met with ckSynergy, who works specifically with school districts. She shared that although they have a standard process, they do not use a standard template.
- Amongst other things they will work on developing our Core Values, Mission and Vision.
- Ms. Glass indicated that they would spend January through May gathering info and conducting small committee work to include all stakeholders.
- June through July would be the focused implementation of the plan.
- The cost ranges anywhere from \$10k – \$30k depending on what they need to do.
- Ms. Glass shared that we can tailor the plan to what our needs and budget are.
- We are required to submit a request for proposal and get three bids prior to making a decision on a consulting firm.
- The Board would like to see sample products so that they can see what may best fit our needs.
- Rather than pay a consultant, Mrs. Reed would like to tap into our own town's resources and look for volunteers. The town has successfully completed a strategic plan by forming a committee of volunteers specifically to work on the plan.
- Ms. Glass shared that she has contacted outside consulting firms and if the Board would like her to reach out to volunteers, she would need direction on how they prefer that she move forward. She is requesting for the Board to recommend contacts in requesting volunteers.
- She emphasized that we need somebody other than herself to facilitate this process.
- Staffing Update
 - 25% of the teaching positions in the state remain unfilled. Of the vacancies that did get filled 55% are filled by teachers that do not meet standard teaching requirements.
 - We currently have 15 open positions.
 - We are advertising open positions on our district website, FH Times, Indeed, ADE, Twitter, LinkedIn, and some Facebook. We are attending all job fairs that come open to us as well as posting in other states.
 - Staff tend to leave because they can get more money and better benefits in larger districts.
 - Mrs. Barnard suggests having a list of affordable places to live within a 30-mile radius of Fountain Hills.
 - She also suggested attracting teaching students from other states to do their student teaching here in Fountain Hills.
 - Ms. Glass suggested developing some of our properties for staff housing. It would bring in revenue and give our staff an opportunity to live in Fountain Hills.
 - The state has a huge lack of teaching students enrolled in our universities.
 - Depending on the results of the override, we will want to talk about what to do with the properties.
- Board Self Evaluation

- Board Relationship with the superintendent.
 1. The Board responded as mostly satisfactory.
 2. They feel the work study sessions are benefitting the relationship with Ms. Glass.
 3. Any Board member that wants to meet with Ms. Glass outside of Board meetings please just reach out Krista to calendar. She is happy to meet!
 4. The Board suggests meeting at a school setting versus an outside venue so that the meetings are productive and private.
 5. Ms. Glass feels additional meetings would be very helpful to help move the goals of the School Board forward.
 6. The Board would like follow up emails from Ms. Glass when they are notified of something that has taken place in the district.
- Board relationship with the community.
 1. The Board responded as mostly satisfactory.
 2. The Board would like the school district to work closer with the newspaper to inform the community of the things happening in the district.
 3. The Board feels the community needs to understand that our hands are tied by the government on how we can spend our budget and often when we get money for one area the government will cut money in another area thus making the "increase" a wash.
 4. Ms. Glass suggested hosting a community "Budget 101." Ms. Reed suggested it be a print version or YouTube video as it may not be well attended.
- Board relationships between members during our meetings.
 1. Rated as excellent/satisfactory.
 2. The Board feels they respect each other.
 3. The Board acts with professionalism.
 4. The Board agrees that they have different perspectives but they usually come together and make decisions in whole for the sake of the students.
- Board relationship with staff.
 1. Rated as mostly satisfactory but some Board members feel it could use improvement.
 2. Mrs. Jenkins suggested a quarterly meeting at each site to better get to know what each side is doing. Although this can be difficult to plan with the Board members work schedule there are ways to avoid any conflict in schedules such as combining with coffee meetings with Ms. Glass.
 3. It was suggested that we put together a tour schedule for the Board to have the opportunity to get to know the administration and staff at each site.
- Board relationship to financial management of the schools.
 1. Rated as Satisfactory.
 2. The Board requested a yearly update on tax credits. They feel we need to tap into tax credits again and regain the momentum of previous years.
 3. The Board would also like more explanation of why fund locations have changed over previous years.

4. The Board feels we need to provide more transparency of our fiscal management to the community.
 - o Additional comments
 1. The board appreciates the job that Ms. King has done in presenting the budget with clarity.
 2. It was suggested that the Board prepare any questions they may have ahead of time so Ms. Glass has time to gather data requested to present at the meetings.
 3. There were no negative comments about how the Board works together.
 - o Response from Ms. Glass on Board evaluation feedback.
 1. Ms. Glass shared that she will continue to implement committee work including a communications committee.
 2. Ms. Glass will continue to work on Board policies and regulations.
 3. She will continue to follow Board policies when correcting current policies and procedures.
 4. She will continue to working on improving academics for our students to include remediation and intervention.
 5. The district will continue to facilitate the MTSS system.
 6. Ms. Glass will include suggestions from Board feedback in her goals, circling them back to the Boards goals.
- Policy Advisories 712-715 First Reading
 - o The attached Policy Advisories are being sent to correct some recent policy revisions.
 - o Due to a recent ruling by Maricopa County Superior Court Judge Katherine Cooper that parts of House Bill 2898 are unconstitutional and void, Policy Services has determined that Districts and Charter Schools may rescind Policy Advisory 700 if adopted or, if not yet adopted, eliminate this PA from Governing Board or Governing Body consideration. Although this ruling came from a Maricopa County judge, it is legally effective throughout the state.
 - o Additionally, there is language in Policy Advisories 687, 690, and 708 that came from HB2898 that should be rescinded or eliminated from consideration as appropriate for the same reasons. Please note that while PA 700 should be rescinded or eliminated in its entirety, these three PAs are only changed in part.
- Regulation DD-R First Reading
 - o Requirement for Federal Grants to keep record of time and effort Reporting
 - o In compliance with federal guidelines
- ESSER III Feedback / Grant Completion Information
 - o Table for next meeting
- Gordian Report Follow Up
 - o Table for next meeting

IV. Governing Board Reports

- Wendy Barnard – Dr. Barnard went to the AVID contract signing. The students really love Ms. Herron and she feels it is a great program, and it is doing wonders for her own children. It focuses on career and college which she very much appreciates.
- Judith Rutkowski – Mrs. Rutkowski shared that she made the Board cookies.

- Jill Reed – Mrs. Reed had nothing to share.
- Nadya Jenkins – Mrs. Jenkins shared that she spent time during Fall Break catching up on some webinars. Particularly one on CRT and Equity and how in Arizona, CRT is not part of ADE's curriculum requirements. She shared that they focused on the misconceptions of Equity and how it is not about race but really about each student getting individualized instruction so that it meets their needs so that they are successful. She also shared that she attended part one of a four-part series on school budgets. She also attended the virtual county meeting and shared that she completed the online vote for the additional caucus seat.
- Dana Saar – Mr. Saar had nothing to share.

V. Future Action

VI. Dates of Upcoming Meetings

Wednesday, November 10, 2021 –Work Study Session @ 5:30 and Business Meeting @ 6:30 p.m. and Wednesday December 8, 2021 –Executive Session @ 5:30 p.m. and Business Meeting @ 6:30 p.m. in the FHUSD Learning Center

VII. Adjournment

Time: 6:52 p.m.

Motion: Nadya Jenkins

Second: Wendy Barnard

The board approved unanimously 5-0

Dated this 10th day of November, 2021



 Nadya Jenkins, President



 Judith Rutkowski, Vice President



 Jill Reed



 Wendy Barnard



 Dana Saar