

**NOTICE OF PUBLIC MEETING  
KINGMAN UNIFIED SCHOOL DISTRICT #20  
GOVERNING BOARD MINUTES  
9/8/2020**

- 1) Call To Order @ 5:35 pm (Action)
- 2) Pledge of Allegiance was said (Action)
- 3) Roll Call: Dr. Charles Lucero, Present Mr. Bruce Ricca, Present (Action)  
Mrs. Beth Weisser, Present Virtual Mrs. Jen Shumway, Present Virtual  
Mrs. Jen Shumway, Present Virtual
- 4) Call to the Public/Audience/ (The Board will listen to any comment from the public but will not respond except as permitted by A.R.S. § 38-431.01(G). The Board may refer the item to the administration or request to have it placed on a future agenda.) (Discussion)

Dr. Lucero- We do have some members of the public who would like to address the board this evening so we're going to let them go first, after your comments, you're more than welcome to stay at the meeting or if you need to leave you can leave. So we have, Mrs. Allen here with us this evening. She wants to discuss COVID-19 side effects.

Mrs. Allen- Thank you for allowing me this opportunity. I am not a teacher, I'm not a substitute, I've never been employed by this district. I spend a lot of time in the classrooms and in the schools. In fact, if you remember, a while ago I even brought treats to you as school board appreciation. I defend, and I support teachers have done my whole life. I have family, family friends that are teachers. I just chose not to be a teacher. When I decided to do this tonight I wanted to come in and blast you with a few other parents with numbers and statistics and doctors' opinions and rules and regulations and anything that would get my point across. But I changed my mind. When I saw a Facebook comment that said, the kids are going back, Christmas in September for me. I realized I'm playing a game that I will never win. I decided to tell my story, warn you about the COVID-19 side effect monster that we are still dealing with. Let you guys make your choice. My family got sick with COVID-19, On June 20. We were back to work July 6<sup>th</sup>. My husband and I were the sickest, my three boys didn't seem to be affected that much they didn't complain any more than what regular teenagers would complain. Four weeks later, almost to the date. July 20. Then my youngest he is almost 12, started complaining of his stomach hurting. July, 23, he was in the hospital. We were transferred up to Vegas hospital because we have no PICU here, and we have no pediatric surgeons. We are small enough we just don't have that. They thought it was his appendix. They took his appendix out that didn't fix it. He had 103 fever. He has stomach pains. He actually has two negative COVID tests, and he tested positive for the antibodies. They tried IVIg which is an immune booster. They tried prednisone, they tried antibiotics. Nothing seemed to work. One of the things that happened, and I knew a fever was coming on, is when he got a rash on his cheek. I knew that that meant a fever was coming on. 103 was the highest he ever had. But most of the time it was really close to 102.8 or 102.9. After five days of no improvement. One of the doctors finally came to us with what is called MISC, multi inflammatory syndrome something I had never heard of. However, looking back I have heard of the rashes back in New York, that's clear in New York, why would it affect us in Kingman. We spent hours, researching, that's all I could do in a room me and my son. We spent hours with research. Finally found Dr. Lowe, he's a pediatric rheumatologist, and he agreed to take our case. He suggested a drug called anakinra. It's a shot that he was two times a day, very painful because it is made with something acidic, it's like sticking yourself with acid which we don't want to do. Luckily, 24 hours after he had the shots, we started receiving improvements. Little tiny smiles. We were very, very blessed. Here's his battle wounds, this is what we call this battle wounds. This is his one arm, and these are not moles. These are from the actual shots. That's just one arm, he had it in both arms and in both legs. This was all the injections that he was receiving. After 12 very long days, we finally got to come home which was great, except that we now still have shots, and lots and lots of follow up doctor's appointments. It was the scariest 12 days of my life. I did not know whether Ben was coming home with me. When we started this research on July 29, there were 670 cases with two deaths of MIS-C this is not COVID. This is the MIS-C that affects children under the age of 20. September 4, that's the newest data that I was able to get their 792 cases with 16 deaths, eight states across the US have 30 cases or more of these and Arizona is one of them, California is one of them, one of our neighbors. Take the COVID cases that they have on record for those 12 days that we were in the hospital we had 425 new cases of COVID. Now that's the Mohave County

numbers. I want the kids to go back. I have a senior this year that really wants to be in school. The district has given our kids guidelines to attend school in the parent handbook under guidelines for student's behavior. It says, an important part of education is the right to make decisions, and the responsibility to accept the results of these choices, student's behavior guidelines have been established to protect the rights of all, then goes on to tell the kids what they cannot wear what they cannot bring to school. What will happen to those that are disruptive. Do we disagree with these things? Most parents don't even read the handbook. We don't yell at you guys, we don't scream at administrators, we don't throw tantrums. I've never even seen anything on Facebook complaining about these rules and guidelines. So why are we so upset over guidelines, the CDC are giving us, so our kids can go back to school. If the CDC, put their guidelines in a parent handbook. Would that make it okay? Why are we teaching our kids that it's okay to follow some guidelines and all that rule was so stupid, you can talk back to a teacher, but not to the principal, that's what we're telling our kids. That is not convenient for me, so you can wear whatever you want as long as it has red in it, or blue or whatever your school colors are. I don't like that rule. So what take a knife to school just not a gun. We can't pick and choose what guidelines we follow. That's just not what we can do. When do we start teaching our children responsibility? I have lost faith in Kingman, I've been here for 15 years. There are far more selfish people than responsible ones. Why do you have kids, if you scream and swear at them? I heard a mother just today in Walmart parking lot, screaming and yelling at our kids. Why do you have kids if you treat school like a free babysitter?, when they can't go. It's a big problem for you. I would never wish Mis-C on anyone. I just don't think anybody will take, this for what it's worth. This is his newest problem he has injection site reactions. My mom taught me to draw circles around it so that I know if the rash was bigger. I just don't think that anybody is going to take this COVID-19 seriously, until you have a child in the hospital, fighting for their lives.

Dr. Lucero- Thank you Mrs. Allen. We have Ruben Rivera in reference to keeping the schools open.

Mr. Rivera- I have an 8 year old this is in accelerated classes. We worked really hard to make sure that he keeps his grades up. The structure at home is not the same, it's not as regimented as a classroom. Having a one on one with the teacher, with A/B program, I think is great. He loved going back to school today. Teacher loves to teach, so I'm hoping that you guys are going to keep the A/B program. Because, psychologically I think it's good for the kids to congregate and have some time together as well. My kids have been sequestered since March. I mean, no trips anywhere. He has to get back to school and get cranking. This is my son's future. We went through this in February. We know the COVID, we went through it. I was scared for my life, I never prayed so hard in my life. We came through it OK. Get back to school. That's all I have to say.

Dr. Lucero- Heidi Baitinger, reopening of schools

Mrs. Baitinger- Good evening, Board President and members of the board. My name is Heidi Baitinger. I am a teacher at Manzanita, as well as a parent of four children whom all attend school within school districts. My husband. He's also a teacher at Manzanita, as well as a high school golf and baseball coach for KHS, we both feel the same way. I am writing this in hopes that you will listen to what myself and so many others have to say, regarding going back to school. I feel that over the last couple of months our voices have not been heard. That saddens me. Just last month you voted to return with an A/B schedule on September 8, The majority of this community was extremely excited and hopeful because we could possibly see an end in sight. When I met with my parents and students last week in person. The excitement from each and every parent and student about returning to school is very evident the children all have the biggest smiles on their faces. Sorry, I'm a little emotional. I spoke with each and every parent, that was on Thursday, about returning to in person learning. I gathered all of their go home instruction information, I rearranged my entire classroom to prepare for this A/B schedule, I did my lesson plans for that first week. The following day, I see on the board agenda that you will be revisiting this again. So we are all preparing for this new schedule and already you want to change this. How is this fair to the teachers who have prepared for this and are ready for this schedule? How is it fair to the community who will be left scrambling last minute should you choose to stay virtual? Are you thinking about all of these things?, our numbers are down, they continue to drop daily. Emanuel Christian Academy has been back in school for six weeks now and they haven't had any cases. Granted, I know their class sizes are smaller, that it would be the same as our A/B schedule, which we started today. Neighboring towns in northern Arizona have all started back either fully or on an A/B schedule and have been that way for four to six weeks already and their numbers have not spiked, even in our own schools, I can speak for Manzanita, we have had up to 100 students in our buildings every day since we started three weeks ago. These students who have been attending have not been social distancing because it is impossible to do so. When you are putting them in the computer labs they wear their masks. But, like I said they're not social distancing, and we have still not had any teachers or students that have fallen ill, and that should speak for itself. You should think about looking at that data. I can tell you about all of the effects that staring at a computer screen for a minimum of four hours a day would do to a child, but I will leave that up to the medical professionals who have written you in the past. COVID will unfortunately be with us for a long time. Do you plan on keeping everyone

virtual until a vaccine comes out, that could take another year and even when it does come out what will the effectiveness of that vaccine be. The flu, which according to the World Health Organization kills 290,000 to 650,000, people every year. The flu has a vaccine, but it's only effective half the time. I'm sure that this will be the same experience with the COVID vaccine as well. Whatever happened to No Child Left Behind, with virtual we're leaving many children with a huge disadvantage, not every child has access to parents or caretakers who are able to help them maneuver the virtual platform or help give them one on one help when they have questions on an assignment. I already have students who haven't completed a single, not even one assignment, even though they have one of my classroom Chromebook at home to use. What would you like me to do with those children failed them?, because they haven't done the work, failed them because their home life isn't conducive to online learning. I have screened my current students recently because they take the dibels test, and I am seeing the negative effects of being out of school and taught online for the last six months. It is not good, and the thought of these kids and during even one more day outside of the classroom scares me. Yes, some kids can learn virtually but most kids cannot, especially that younger group that is just learning how to read. This is why KOLA was created. So parents would have a choice. The remaining students who are on my roster are the ones who want to be in school, they do not live in any fear. I also believe that teachers and staff members should be allowed a choice. I do feel for those teachers and staff members that are afraid. If they do not feel comfortable being in the classroom, we should allow them the option to be teaching online with the KOLA program. Please stop this nonsense of going back and forth, and allow our kids to go back to school. The teachers are ready, the parents are ready. The students are ready. Let us prove to you that it can be done. Thank you.

Dr. Lucero- Mr. Arave, School open

Mr. Arave- Mr. President, members of the board thanks for allowing me a few minutes I'll try to keep it under three. I just wanted to come and say, I know you've got some tough decisions. I don't think there's a right or wrong answer. I know Mrs. Allen. She is everything she says she is. She has never been a teacher, but she's at school more than most teachers. She comes all the time. She's supportive helpful her boys went to my school. Who's their favorite principal? I love Mrs. Allen I love her family. I'm sorry, they had to go through such a traumatic thing. But I wanted to come and take a few minutes and just say I've been watching the school board meetings on YouTube, so I wanted to be on YouTube, that's basically why I'm here. No, I'm just kidding. I wanted to say how much I appreciate, Dr. Dorner, Jeri Wolsey, these two ladies behind me, Shelley Oestmann, Vicki Trujillo and Robert Pope. They just done an outstanding job getting us ready for this huge never before even attempted thing that we're doing since February. I don't know the hours they work. I always thought I was one of the hardest workers around and that no one could have worked me under the table. Those two have. I've been impressed by their leadership and I would follow them wherever they go. I just wanted to let you know how much that I support the administration, and I know the school board has some difficult decisions to make. The only thing I'll say about COVID-19 it is not leaving, it's here to stay. So we either hide in our houses and never go out, or we live our lives, and live our lives to the fullest and I choose to live my life to the fullest. I appreciate the time. Thanks everyone. Like I said, your district's in good hands with our administrators. Thank you.

Dr. Lucero- Thank you Mr. Arave. Would anyone else that's present like to dress the board? Okay, I will go ahead and read the letters that were submitted to the board.

## **Call To The Public**

**9/8/20**

Members of the Board,

I am writing to discuss my concerns about the reopening of our schools. I do not feel that our schools are ready for reopening. Virtual teaching, especially as a first-year teacher, has been difficult. However, we have only just met the benchmarks, and according to the State Benchmarks, we should remain at the benchmark levels for 2 full weeks before reopening. We have not reached that threshold. I do not understand why the decision was made to open at this point. I know that this is a survivable illness for most.

I also know this:

It's me the mother, who worries about all of my children getting sick. And what I would do if I lost one of them.

It's me the wife and mother, who worries what will happen to my husband, my children and grandchildren if I get sick and end up in the hospital or have the worst possible outcome.

It's me the wife, who completely disinfects myself daily when I leave the doors of the school, so I don't bring anything home to my immune compromised husband.

It's me, the wife, mother, and grandmother, who worries what will happen to me, our children, and grandchildren, if my immune compromised husband gets sick and ends up in the hospital or has the worst possible outcome.

It's me, the grandmother, who worries if I will even be able to be around my grandchildren or meet my first biological grandchild later this year.

It's me, the teacher who worries if I'm doing enough to educate the students in my charge during the virtual learning.

It's me, the teacher who worries about each of my students' and their family's health and safety.

It's me, the teacher, who worries how my students will handle all of the emotional turmoil involved in all the unknowns.

It's me, the teacher, who worries how having to shut down schools again will affect my students and their education.

Honestly, I think we should have let science guide us and followed the benchmarks completely. I understand the concerns of families during this time, however, putting lives at risk, no matter how low the risk for most, is not the way to fix this.

Thank you  
Dianne Dickens  
Mrs. Dickens  
5th grade teacher  
Manzanita, KUSD

My name is Don Peterson and I am a junior going to lee williams high school. I'm taking dual credit classes at lee williams and I believe that transitioning from normal classes to dual credit is very difficult, not just for me but for other students as well. Transitioning to the AB schedule where we have in school classes would be such a huge help to all of us. Which is why I would like you to consider keeping the plan afloat to have us go to school and learn from teachers as it was meant to be. Have a great weekend!

-Don Peterson

I am writing as the parent of children who have already suffered from this at home schooling. My children who excell at in school teaching have had a decline in grades and the will to work on assignments. I and my wife work and don't have the time to be a teacher. This will effect not only their future in education, including college, but also in their ability to participate in school sports if their grades make them ineligible. The kids are stressed and depressed and want to socialize and be normal children and we are stripping them of moments they will NEVER get a second chance of like the poor seniors last year who didn't get to have a normal graduation. I say those who want to stay home and learn go ahead, that's their right. But please don't strip those who do better in school of a proper education. They are our future, these are children who have the right to an education. And the bottom line is children really aren't getting sick. All these kids have been at each other's housed this whole "pandemic" playing video games and having sleepovers and haven't gotten sick. I URGE the board to let that be the choice of the parents and not FORCE our children out of their right to a better education. Thank you

**jeff torch**

I would like my child to go full time. But, I will take that AB schedule for now. Please don't take it away from them. And don't let it last very long.  
Don't delay the opening. The kids need to be there and they really need a full week not just two days.

**Karen Manion**

Message Body:

Here is what some parents of Kingman are saying about virtual learning:

- My 3rd grade son & I fight through every learning assignment to the point of crying and yelling at each other. It is sad and tearing apart our relationship.
- My son doesn't read the instructions fully and makes easy mistakes. Both of us work so when we can get caught up he gets frustrated and cries several times a day. The videos posted don't grab his attention so he doesn't retain the info. My daughter has always struggled with focus so I have to stay on her and she gets overwhelmed and she feels like I'm picking on her. I've even shed some tears.
- I'm a NP at the hospital and the teacher has been calling me while I'm trying to treat patients about my daughter not logging in. She had to call tech support and that took a week, then she had to push to catch up or fail.
- I have 3 kids who all learn differently, my 2nd grader is so comfortable at home he doesn't focus on school. I've yelled more these last 3 weeks than I ever have. When you work a full time job it's hard to get the work done on time and this is affecting his grades. My older two are more "techy" but still struggle to understand and the teacher isn't always available to help. My children are very discouraged and can't wait to be back in the classroom.
- My first grader needs to know 6 different passwords.
- I've had a lack of communication from LWS. I had to call Firefox for technical issues.
- I feel bad standing up for my rights to have my children on campus during this, since both of us work. I feel like teachers and administration are going to take it out on my kids. I'm not asking for special treatment, just what the executive order has said we have the right to.
- My daughter just started the Cambridge program, she is required to go on so many different websites to answer questions. We are both frustrated, this is affecting her self-esteem.
- My high schooler is up until 9pm every night doing school work, I feel like all we do is look at the computer.
- My straight A student now has D's and F's because she can't navigate the system. She cries every day and now she says she hates school when she used to look forward to it. This is breaking her.
- My daughter turns things in but they're blank. She gets annoyed that she has to do it again, she's been in the learning center at school where they're supposed to be helping with this part.
- The teacher hasn't done a single zoom meeting. She posts short videos and the kids can't ask questions. My son is in the learning center and plays games all day and when I asked them to keep him on track I was told "it's just an aide in there, she can't do that for all the kids."
- My kids actually cheered when I told them school was starting back up, that's a first.

Jaime Cook  
5308648056  
3266 Producers Mine Rd  
Kingman  
Arizona  
86401

Message Body:

Dear KUSD School Board Members,

Thank you for taking the time to read my letter. I would like to begin by thanking the board for all of the hard work that they have done over the last six months. Many difficult decisions have had to be made and as a parent of three KUSD students, I appreciate the board's willingness to make decisions that are not always popular, but necessary to the safety of our children. Many people right now are very vocal about the need for our children to

be in school and I very much agree that being in the classroom with their teachers is the optimal learning environment. My children walked out of their respective classrooms on March 5th, excited for the fun and relaxation of spring break, ultimately never to return to those classrooms and to those teachers they'd come to love after seven months together. They've given up on plans for field trips, birthday celebrations, elementary school graduations, and so much more. As the pandemic worsened throughout Arizona over the summer, it became painfully obvious that the return to this school year would also be impacted. I appreciated the well thought out return to learn guide that the district put together and when AZDHS released their benchmark guidelines, the pathway to return to school seemed clear. While we have definitely made great progress towards that goal of reopening, we unfortunately are not quite there yet. The state guidelines are very clear that the county's numbers are the ones to be used in determining the safety of reopening our schools. We have come so far and we must stay the course! Our children deserve to be in school, but we must not do it at the expense of their health and safety! I urge the school board to follow the recommendations from the state and resume full in person education ONLY when our county has met the appropriate benchmark levels. We owe it to our children who have already given up so much this year to follow through and not make hasty decisions based on public pressure. Thank you for your time and consideration.

Lena Haws  
8018222478  
3310 Motherlode Rd  
Kingman  
AZ  
86401

**Message Body:**

As a father of three KUSD students, I urge the Board to abandon the previously imposed fixed deadlines adopted for in-person attendance and to strictly adhere to the county-wide data-driven guidelines and benchmarks set forth by AZDHS. It is disappointing to watch the Board members continue to ignore the county-wide benchmarks in favor of their own city-wide criteria. The use of county data is preferable as it takes into account the interconnected nature of our communities, with children attending KUSD facilities from the outlying areas of the county and parents working in the river communities and across the state line. The rush to use only COVID data from Kingman and to impose fixed deadlines is irresponsible. Most college campuses that have reopened for in-person learning have experienced outbreaks and been forced to return to online virtual programs. If this Board is going to take the step of returning children to classrooms on a large scale, it needs to do so only after county-wide benchmarks are met and only after the Board has had a more recent opportunity to view the data. Setting a fixed deadline and then reviewing data at a subsequent Board meeting, as the Board has done today, is illogical. While I understand that parents and teachers would like firmer deadlines for planning purposes, the primary focus of this Board should be ensuring the safety of the students and their families. The Board needs to discuss and assess not only the risk of the children acquiring COVID, but also the risk that they may spread it to their parents or guardians who may be elderly, immunocompromised, or otherwise at greater risk to contract or die from this virus. Further, the Board needs to acknowledge the risk of Multisystem Inflammatory Syndrome in Children (MIS-C) that it is exposing students to by rushing in-person learning ahead of the county-wide benchmarks set by medical professionals from the state. The parents who previously advocated for school choice and parent responsibility are now incensed, not that the public school system is broken and failing their children, but that the government is not providing childcare. Ultimately, the responsibility for educating children lies with the parents. Schools are simply a tool to aid in that responsibility. Virtual learning and a measured approach to returning to the classroom under AZDHS guidelines is a good way to assist parents in their responsibility while protecting the students and their families. Please, stop imposing arbitrary deadlines for reopening. Set them for shortly after Board meetings and after large calendar breaks, when COVID numbers typically rise, so that the data can be assessed by the Board. This will give the Board the flexibility to make safe decisions based on AZDHS data.

Jeff Haws  
8018222479

5) Reports

- Superintendent, Dr. Gretchen Dorner

(Discussion)

Dr. Dorner- No, Superintendent reports

- Board Reports

Dr. Lucero- No, Board reports

- 6) Approval of Consent Agenda / Routine Orders of Business. Documentation concerning the matters on the Consent Agenda may be reviewed at the Kingman Unified District Office, 3033 MacDonald Avenue. Any Board member may request an item be pulled off the agenda for further discussion. (Discussion/Action)

A. Approve Minutes  
August 11, 2020 Regular Board Meeting

- B. Approve Vouchers
1. Payroll Vouchers: 2005-2015, 2138-2140, 2145-2150
  2. KUSD Vouchers: 4-6, 8-12, 1004-1005, 1007-1012  
*Members of the public may view the content of the vouchers 24 hours prior to the board meeting in the district office.*

C. Approve Personnel Hire Ratification as per attached list:

LAST NAME	FIRST NAME	SITE	POSITION	DATE
Beerdson	Johnna	Kingman High	Paraeducator IV/V-SPED	9/8/2020
DeVane	Jessica	Maintenance	Custodian	9/8/2020
Dunajski	Shannon	Cerbat	Paraeducator IV/V-SPED	9/8/2020
Ellaga-Kelley	MaKrisna	Kingman High	Paraeducator IV/V-SPED	9/8/2020
Ellico	Lanita	District Wide	Substitute	8/17/2020
Fleek	Ester	Black Mountain	General Clerk	9/8/2020
Grimm	Cooper	District Office	Paraeducator II - Online Support	8/19/2020
Grossman	Sonseeahray	Kingman High	Paraeducator IV/V-SPED	8/31/2020
Gutierrez Rodriguez	Christina	Transportation	Bus Driver	8/20/2020
Hernandez	Blanca	Maintenance	Custodian	9/8/2020
Kucharek	Sarah	District Wide	Substitute	9/1/2020
Page	Mark	White Cliffs	Custodian	8/24/2020
Schneider	John	Maintenance	Custodian	9/2/2020
Scott	Lacy	Black Mountain	Paraeducator IV/V-SPED	9/8/2020
Shearer	Melvin	Black Mountain	Custodian	9/8/2020
Shephard	Debra	Little Explorers	CDC Caregiver	8/31/2020
Turner	Samantha	District Office	Paraeducator II - Online Support	8/10/2020
Van Steen	Karen	Manzanita	Health - Licensed	8/31/2020
Watson	Dan	Maintenance	Groundskeeper/Maintenance	8/31/2020

D. Approve Personnel Term List:

LAST NAME	FIRST NAME	SITE	POSITION	DATE
Beck	Arwen	Desert Willow	Teacher	8/28/2020
Casados	Michelle	Transportation	Bus Driver	7/30/2020
Caviness	Brandon	Transportation	Bus Driver	7/28/2020
Comer	Jennifer	Little Explorers	Paraeducator IV/V - SPED	8/4/2020
Dick	Frank	Black Mountain	Custodian Lead	8/14/2020

Espinosa	Frank	Lee Williams	Student Outreach Support	8/17/2020
French	Nicole	Cerbat	Paraeducator I-K	8/4/2020
Gordon	Stephen	Kingman High	Teacher	8/12/2020
Hunter	Otis	PASS	Custodian	9/4/2020
Laventure	Julie	Black Mountain	Clerk	8/13/2020
Mampuya	Sensei	Kingman High	Teacher	8/28/2020
Mesa	Annette	Manzanita	Health Aide - Licensed	8/4/2020
Moulton	April	District Office	HR Specialist	8/4/2020
Negri	Trisha	PASS	Secretary	8/21/2020
Nelson	Sharn	La Senita	Teacher	9/8/2020
Penn	Alicia	District Wide	Substitute	8/17/2020
Price	Mandie	Transportation	Bus Driver	8/6/2020
Scambler	Melinda	Hualapai	Teacher	9/4/2020
Shackelford	Derik	Maintenance	Groundskeeper/Maintenance	8/5/2020
Sharp	Todd	Transportation	Bus Driver Trainee	8/24/2020
Spencer	Cheryl	District Wide	Substitute	8/24/2020

E. Approve Personnel Transfer List

Last Name	First Name	Previous Site	Previous Position	Site transferred	New position title	Effective Date
Bovee	Michael	Kingman High	Para II - CTE	Kingman High	Biology Teacher	8/31/2020
Brackney	Martha	Kingman Middle	Paraeducator IV/V - SPED	Cerbat	Paraeducator IV/V - SPED	8/5/2020
Cheatheam	Randy	Kingman High	Biology Teacher	Kingman High	Biology/Anatomy Teacher	8/13/2020
Dye	Chaya	Kingman Middle	Paraeducator IV/V - SPED	Kingman High	Paraeducator IV/V - SPED	8/5/2020
Grenda	Kathy	District Wide	Substitute	La Senita	SPED Teacher	8/25/2020
Hodge	Sandra	Manzanita	Para I	Hualapai	2nd Grade Teacher	9/8/2020
McGovern	Maureen	Kingman Middle	Paraeducator IV/V - SPED	Kingman High	Paraeducator IV/V - SPED	8/5/2020
Nudelman	Spencer	Kingman High	Teacher	District Wide	Substitute	9/8/2020
Poole	Melissa	District Wide	Substitute	Cerbat	Paraeducator I - K	9/1/2020
Rist	Rickey	Kingman High	Custodian Lead	Maintenance	Groundskeeper/Maintenance	8/28/2020
Romero	Linda	Black Mountain	Paraeducator IV/V - SPED	Kingman High	Paraeducator IV/V - SPED	8/4/2020
Stickney	Kathleen	Desert Willow	Paraeducator IV/V - SPED	Kingman Middle	Paraeducator IV/V - SPED	8/4/2020
Thomas	John	District Wide	Substitute	Hualapai	Teacher - 5th Grade	8/17/2020
Williams	Chasity	Cerbat	Paraeducator IV/V - SPED	White Cliffs	Paraeducator IV/V - SPED	8/4/2020

F. Approve July and August 2020 Financials

G. Approve School Fundraisers (listed in board packet)

H. Approve Extra Curricular Activities Fee Schedule (listed in board packet)

I. Approve a \$2000 increase in contracted salary for Donna Nagel as a tier change on the salary schedule for additional verified years of teaching experience



Motion to approve to consent agenda / routine orders of business was made by Mr. Ricca  
Motion was seconded by Mrs. Young  
Motion passed in favor 5-0

- 7) Move to ratify the termination of employment of Maria Linder for reasons stated in the confidential memo to the Governing Board (Action)

Mrs. Moreschi- Mr. President and members of the board, this Angela Moreschi, HR Director we suggest ratifying the termination of employment of Maria Linder

Motion to approve the termination of employment of Maria Linder was made by Mrs. Shumway  
Motion was seconded by Mrs. Weisser  
Motion passed in favor 5-0

- 8) Motion to move into Executive Session to terminate employment of Maria Linder A.R.S. 38-431.03(A)(1). (Discussion/Action)

Motion to move into executive session not needed

- 9) Motion to reconvene into Regular Session for any possible action with regard to Maria Linder (Discussion/Action)

Motion to reconvene into regular session not needed

- 10) Under the authority of Governing Board Policy BGF, the Board may consider suspending Governing Board Policy BGB, as it pertains to a first and second reading of adjustments to policy, for the purpose of addressing item #11 on this agenda (Discussion/Action)

Mrs. Moreschi- Mr. President and members of the board. On August, 12, the district received the ASBA policy advisory, as a result of the final rule amending title IX regulation. The final rule went into effect August, 14, 2020. ASBA recommends that's the governing Boards consider adopting the policies advisory specifically policies ACA and ACAA in agenda item # 11 in a single meeting as provided in policy BGB by having one read rather than two.

Motion to suspend Governing Board Policy BGB, as it pertains to a first and second reading of adjustments to policy, for the purpose of addressing item #11 on his agenda was made by Mrs. Weisser  
Motion was seconded by Mr. Ricca  
Motion passed in favor 5-0

- 11) Reading and approval of Changes in Policy (ASBA) Policy Services Advisory (Discussion/Action)
- ACA- Sexual Harassment
  - ACA-R Sexual Harassment Regulation
  - ACAA- (New) Title IX Sexual Harassment
  - ACAA-R Title IX Sexual Harassment Regulation

Mrs. Moreschi- Policy advisory No. 677 policy ACA sexual harassment and regulation ACAA-R changes were made to the existing policy and regulation on sexual harassment to clarify that sexual harassment, in work is being address for the purpose of an employee complaint to the Equal Employment Opportunity Commission. The policy has changed it is specific to the employees, the references to education, educational environment, and pertain to the charges against students have been removed. Similarly, regulation ACA-R has been modified or removing language into allocation for policy violations on students. Policy advisory No. 678 ACAA which is a new policy Title IX sexual harassment and regulation ACAA-R. So prior to May 6, 2020 rule Title IX did not refer to sexual harassment. Under the final rules, regulations now define sexual harassment and establish detailed procedures for how school districts that are subject to Title XI must respond to allegations of sexual harassment. ASBA recommends district keeps policy ACA and regulation ACA-R in their amended form we just talked about. Add new policy ACAA and regulation ACAA-R. The new policy details the actions the district should take under the new Title IX regulations. In response to the notice of allegation in sexual harassment, In response to inform complaint filed the policy regulations apply to allegations of sexual harassment student to student, employee to student and employee to employee. The Assistant Superintendent is designated as the Title IX Coordinator. If you have any questions I will be happy to answer them.

Motion to approve changes in policy (ASBA) Policy Services Advisory to ACA, ACA-R, ACAA(new) and ACAA-R was made by Mrs. Shumway  
Motion was seconded Mr. Ricca  
Motion passed in favor 5-0

- 12) Second Reading, Change in Policy (ASBA) Policy Services Advisory (Discussion/Action)
- IHA - Basic Instructional Program, Sandra Day O'Connor Civics Celebration Day
  - KB – Parent Involvement in Education, Access to the (DOE) statutory handbook of parental rights

Mrs. Wolsey- Policy IHA adds the Sandra Day O'Connor Civics Celebration Day on September 25<sup>th</sup> to our regular basic instructional programs. Policy KB adds the parent handbook on the DOE website and makes it electronically and easier to use for parents.

Motion to approve changes in policy (ASBA) Policy Services Advisory to IHA and KB was made by Mrs. Weisser  
Motion was seconded by Mrs. Young  
Motion passed in favor 5-0

- 13) Approve Newsela content solutions designed for ELA, Social Studies and Science Classrooms of every level, to be displayed for the required sixty-day, beginning July 7, 2020 (Discussion/Action)

Mrs. Wolsey- Mr. President, members of the board this information has been displayed, where there has been no public comments.

Motion to approve Newsela content solutions was made by Mr. Ricca  
Motion was seconded by Mrs. Weisser  
Motion passed in favor 5-0

- 14) **Approve 2020/2021 District Representatives who will participate in Special Education Individual Education Plans:** Gary Skubal, Ron Anthony, Sadie Malmin, Kayla Graves, Lewis King and Joe Dorner (Discussion/Action)

Mrs. Trujillo- Mr. President and members of the board. This is an annual approval for district representatives for serving in IEP meetings. This is the final set of members that we need to have approved for this calendar year.

Motion to approve 2020/2021 District Representatives who will participate in Special Education Individual Education Plans was made by Mr. Ricca  
Motion was seconded by Mrs. Weisser  
Motion passed in favor 5-0

- 15) Approve the lease purchase of six new International buses through RWC (Discussion/Action)

Ahron- Mr. President, members of the board, recently, in the last couple of months we had two bus fires the same make and model. Back in 2000 upon research in the issue there was a recall, because of the hazardous electrical issue that never made it to district level administration to take those buses out of circulation. Now we've taken those buses out of circulation, but there's a clear need for them in our fleet. I bring before the financing option through RWC, we are going to get six new buses, it's going to cost about \$900,000 over time, the payment is around \$190,000 a year but this does put us in a position to where we won't be able to necessarily buy a bus here and there over the next coming years when we pay off these loans, so it could tie our hands one, but we feel our hands are tied now.

Mrs. Young- Do they have air conditioning?

Ahron- Yes

Mr. Ricca- Have all the Volkswagen buses been completed?

Ahron- Yes, they have been completed. You got to remember that we had to trade out one of our older buses. For those so they'll be ready to get new buses fleet edition efficient.

Mrs. Weisser- I wasn't sure what was happening with the old ones why since was a recall why they are not being fixed.

Ahron- We're past that time, 2015 would have been that cutoff, but recall from 2000. When we bought those in 2010 and on that information wasn't shared with us. The information made it to the district, but never made it up the chain.

Mrs. Shumway- I am, thankful it didn't happen with any students on it. I will make the motion.

Motion to approve the lease purchase of six new International buses through RWC was made by Mrs. Shumway

Motion was seconded by Mr. Ricca

Motion passed in favor 5-0

- 16) Approve finance determination to use Zoom licenses to assist teachers in providing online and virtual education (Discussion/Action)

Ahron- It's just a determination to circumvent procurement law, because this is a COVID purchase. We did get some associated quotes, one quote was more expensive than anything we could afford, and the other side was free, but at the same time, this application, zoom, gives IT and the district what is looking for per the return to learn. This \$18,000 for the year, which is sustainable and affordable.

Motion to approve finance determination to use Zoom licenses was made by Mrs. Weisser

Motion was seconded by Mr. Ricca

Motion passed in favor 5-0

- 17) Governing Board to **discuss and may consider action** to approve the Arizona School Boards Association's (ASBA) draft 2021 Political Agenda, and, direct the District's delegate to the ASBA delegate assembly to represent the Board's determined position. (Discussion/Action)

- **Adequately and Equitably Fund District Schools to at least the National Median per Pupil Funding**

1. Maximize state funding for nationally and locally competitive salaries to attract, recruit, and retain talented teachers and staff, including incentives for difficult to fill positions.
2. Revise the School Finance formula to:
  - a. Provide a stable, dedicated revenue source less reliant on the general fund or annual legislative appropriation.
  - b. Provide dedicated school capital funding consistent with the constitutional requirement of a general and uniform public school system.
  - c. Ensure the formula addresses the unique financial needs of schools serving students in poverty and in rural & remote schools.
  - d. Revise the funding formula to add funding for student mental health and well-being initiatives.
3. Fully fund full-day kindergarten and include kindergarten students in the override calculations.
4. Advocate to preserve and protect the voters' original intent of Prop 301.
5. Index district additional assistance (DAA) funding for inflation
6. Provide funding for new space before existing schools exceed their maximum capacity and become overcrowded, and provide dedicated and flexible ongoing maintenance funding, including building replacement. Advocate for capacity standards that reflect the design of instructional space
7. Eliminate unfunded mandates and administrative burdens.
8. Return desegregation funding to a primary tax levy.
9. Conduct an exceptional student services cost study to assure students, including in rural or remote areas, are being funded at the actual cost of their services.
10. Adequately fund the cost of student transportation.
11. Provide funding for preschool programs.
12. Reform current year funding to a system that provides districts with appropriate stable annual budgeting ability and technical reliability.
13. Prorate funding over the entire school year among all public schools that a student has attended during the year.
14. Provide funding to individual districts to implement locally directed school safety programs as well as student mental health and wellbeing initiatives
15. Equitably invest in technology and reliable internet access for all students.
16. Adequately fund programs under exceptional student services.
17. Provide funding for districts to improve student achievement by addressing social-emotional learning needs and create training programs for school staff in cultural proficiency and responsiveness.

- **Preserve and Strengthen Local Control**

1. Ensure local control and flexibility in managing funds and programs when possible, given the Arizona constitutional requirements of a general and uniform public school system.
2. Change “override/budget increase” language to better reflect what voters are being asked to support.
3. Allow school districts greater flexibility in the divestiture or use of taxpayer-funded assets.
4. Oppose legislative intrusion on school site budgeting decisions.
5. Maintain exclusive local authority over any measure that would propose to consolidate and/or unify any number of school districts into a larger district.
6. Support local board authority for student suspensions and open enrollment.
7. Support policy that eliminates the use of corporal punishment in Arizona schools.
8. Amend current statute to allow school board members to use the E-Qual system in addition to in-person signatures to appear on the ballot.

- **Improve Outcomes For All Students**

1. Increase the compulsory attendance age from 16 to 18 years.
2. Enact research-based reform of the English Language Learner model of instruction that may include primary language literacy to improve student achievement that does not segregate English Language Learners from English speaking peers; integrates reading, writing and oral language instruction; and incorporates multiple assessment measures to demonstrate English proficiency.
3. Fully restore 9th grade CTE/CTED eligibility and funding to allow students to explore career fields and/or certification completion.
4. Allow CTEDs to serve students through age 21 regardless of graduation status.
5. Support policy that recognizes, respects, and promotes teaching as a profession.
6. Defend against efforts to chill the free speech rights of school employees.
7. State standardized testing shall not be used for any purpose other than a year over year measurement of student growth in the tested subject.
8. Support policy that protects school district employees and students from discrimination based on sexual orientation and gender identity.

- **Require Public Accountability for Taxpayer Dollars Spent on Education**

1. Establish financial and academic transparency for all institutions and individuals that accept public funds.
2. Repeal any program that gives public funds for private schools, vouchers (Empowerment Scholarship Accounts) and private school subsidies (Student Tuition Organizations) and prevent any future expansion.
3. Require comparative classroom spending audits for school districts and all other institutions that accept public funds and define “classroom spending” as both instructional spending and student support spending.
4. Enforce financial requirements and seek recovery of improperly received and/or expended public funds by charter and private schools and organizations.

- **COVID-19 Response**

1. Hold school districts harmless for significant enrollment losses for school year 2020-2021.
2. Provide flexibility in seat time and attendance requirements for school districts for the 2020-2021 school year.
3. Suspend state standardized testing requirements for school year 2020-2021.
4. Enact a moratorium on school letter grades for school year 2020-2021.
5. Provide districts flexibility in teacher evaluation requirements and procedures.
6. Regulatory relief in the event the pandemic continues to (or does so at a future date) interrupt the academic year.
7. A state-funded program designed to bulk purchase sanitation supplies (i.e. PPE, cleaning supplies, etc.) for distribution to school districts & schools.
8. Funding for increased expenses incurred due to COVID-19, including costs to meet the social/emotional needs of students.
9. Technology modernization and accessibility to ensure students have the technology and equipment to use during times like these with the current COVID-19 pandemic.
10. Unless a public emergency is declared, maintain the right of school districts to close for safety concerns related to COVID-19 outbreak in the community.

11. Protect public schools from liability if a community member contracts COVID-19 while engaged in school-sponsored activities.

Mrs. Weisser- I sat on this committee two years ago. This outline we've gone over the last two years in our board meetings. It doesn't look like a whole lot of changes. I didn't see anything that I felt I wanted to change in discussion.

Mrs. Shumway- There is a section that was added that we have not seen before. We do kind of need to know what the board is okay with.

Dr. Lucero- I'm going to withhold our delegates supporting it all. I don't suggest any changes.

Motion to approve the Arizona School Boards Association's (ASBA) draft 2021 Political Agenda, and, direct the District's delegate to the ASBA delegate assembly to represent the Board's determined position was made by Mrs. Weisser

Motion was seconded by Mrs. Shumway

Motion passed in favor 5-0

- 18) Information for Policy BAA, School/Board Self-Evaluation to be discussed in October 6<sup>th</sup>, 2020 Board Meeting (Information)

Dr. Lucero- We have the once a year we do an annual self-appraisal of the governing board. Starr sent everyone the survey, you could just fill it out, and you can send it back to her, she'll tally everything for us and then we will be in discusses at our October meeting.

- 19) Information and discussion and possible action on the most recent COVID Data and Return to Learn Strategies (Discussion/Action)

Dr. Lucero- Dr. Dorner, you want to start and maybe talk about if you visited schools today?

Dr. Dorner- Mr. President, members of the board I was able to get out into the school district today I spent considerable time in several schools, along with Mrs. Wolsey and Mrs. Trujillo. We made it to many if not most of them. The schools I visited I walked in as many classrooms as I could. I think all staff were present today. We did have a high attendance rate most of the classrooms I visited the for the B schedule was taking place, students were wearing their masks, many classrooms had the space for students, students were spread out. Teachers are doing great and the kids were doing great. I did talk to a few staff members. At this point, I only had positives to comment on. I was very proud of the staff and the school setting.

Dr. Lucero- Mrs. Wolsey do you want to add anything?

Mrs. Wolsey- I saw the same thing, kids were wearing their masks, teachers were excited to be there, kids were very excited. attendance was really well at schools I went to.

Dr. Dorner- If you have any more specific questions I'll be happy to answer them.

Dr. Lucero- Do any board members have any questions for Dr. Dorner?

Mrs. Shumway- I heard that parents or families decided that this was too soon for them. Previously, when asked, they said that they would choose return to learn when safe. Some, you know, don't feel it's safe yet. Do they still have the option to go online?

Dr. Dorner- Yes, We had originally had a cutoff date for KOLA, because we wanted to make sure kids were situated and learning. We're over the capacity that we projected but we did start adding students and again, last week so the answer is yes, I am referring them to meet with the principal or their counselor at their school and talk about their needs, and we are willing to enroll additional students. Absolutely.

Mrs. Shumway- What percentage of teachers were offered their choice whether they taught in person or online.

Dr. Dorner- I wouldn't say there was any percentage of teachers offered. We've talked about this multiple times in board meetings. We did post, when we were originally implementing KOLA, we posted online teacher positions. We had one, we had one applicant. One substitute teachers applied for the KOLA positions that were posted. Now, matter of fact, we had to go outside of the district to get one and we never did find the second one, so we moved to the TOR, the teacher of record instead of the full time online because we had no applicants.

Mrs. Shumway- If teacher currently don't feel safe they really don't have a choice they have to go and teach on grounds.

Dr. Dorner- Current, yes

Mrs. Shumway- Before this meeting I asked a couple questions to Angela. Thank you for your time Angela today. Since, August we have had five certified teachers quit. Two of them are stem, three of them were early childhood. We currently have 10 long term subs on assignment because classrooms are not filled with teachers. One teacher that was interviewed turned down the position, when offered it because they found out we were going on grounds before ready. I believe that was a math teacher. So that's some of the real implications when it comes to staffing

we face currently. This may continue to be an issue, because this is record of this district's path forward. It may be an issue with filling positions in the future. So, that's a concern. Jeri, I know we talked about this before, did we ever put that waiver for parents to sign in the student handbook, that we understand sending our kids to on ground in person learning may expose our child to COVID.

Dr. Dorner- Yes, when we talked about waivers. We used the term compact we made a compact for bus riders. What I agree to do as a student, what I agree to do as a parent, what I understand. We do have a draft of a compact for parents, that has all the same things that are in the return to learn guide. As far as I agree to self-assess my student before they come to school, I agree my student will wear a mask, I agree that my student will sanitize in and out of the classroom, everything that we put into the return to learn guide is in this compact as a draft that we are planning to distribute, yes.

Mrs. Shumway- Okay so, was that guidance from our lawyer, like we should have something in there.

Dr. Dorner- Actually it come from the trust. The trust is our insurance or liability company and they gave us some, example drafts.

Mrs. Shumway- The student that go on-line or on grounds there is a waiver.

Dr. Dorner- We don't use the term waiver, there is several kinds of waivers. There's a COVID-19 waiver release assumption of risk form that is associated with insurance and liability. That's not on an agenda today but we could put that on an agenda in the future if the district chooses to pay, and Aaron can jump in here too if you wants. I think, it is \$75,000 for an insurance policy we would have to have every parent and student sign that waiver and we were not prepared to do that at this point.

Ahron- There's different types of forms and deductibles are associated with the people who sign this form, multiple ways to that coverage just more expensive when people don't sign.

Mrs. Shumway- Currently we don't have something that says by sending my child to school I am accepting.

Dr. Dorner- Correct. There is a waiver at the high school for sports.

Mrs. Shumway- There is one for sports? Thanks for the information. I asked Angela, and there wasn't anything in the teachers certified contracts that said I understand I may be teaching in person during a pandemic. I'm not exactly sure the liability the district holds when making decisions that go against ADHS guidelines there may be some liability associated with that. Especially because our teachers don't necessarily have a choice. I know someone spoke to that earlier, just let teachers choose, well that's not an option. We have teachers under contract and we may be assuming risk by going against guideline and guidance. So, that's something to keep in mind. I guess there is some confusion about this agenda item. This agenda item will be on every agenda, going forward and just because it is, doesn't mean that we're going be flipping the switch on everybody, every time. It means we're giving ourselves the opportunity to have a conversation to do a deep dive into the data to constantly check ourselves and do a health check of our community as we move forward. I just want to calm everyone down a little bit. This is going to be on every agenda and this does not mean we are going to start making everybody turn and go back. Hopefully that calms some fears.

Dr. Dorner- Mrs. Shumway thank you for making that statement that's been asked of me quite a few times today as well. And I will remind everyone that we have said all along that we will keep an eye on the data and if something turns around, we'll have that conversation. So, to hear you reiterate that and I'm sure it is very much appreciated.

Dr. Lucero- Angela, can I ask you a question about a comment Mrs. Shumway made about the teachers in the classroom. We have lost some teachers, I would assume that this is countywide, statewide, and nationwide. Do you see our community, any different than any other community at this time?

Mrs. Moreschi- Just based on news reports and such I think there are some fears and similar actions that have been taken in other districts, just like ours by teachers who have their own personal choices that work best for them. So, I don't think it's different. We have had some resignation but only several of them have been COVID related which is positive.

Dr. Lucero- Any other comments?

Mrs. Young- I just want to let Dr. Dorner and the teachers know how I appreciate what they've done today. I've heard a lot of positive feedback. I did see a couple of negative feedback but I contacted Dr. Dorner. There were some mothers that were concerned about kindergarteners going to school and not being able to go to their classrooms with their child afraid the child might be afraid. Dr. Dorner told me that the kindergarten teacher were going to meet them at the gate and take them back to class. I really appreciate that follow up.

Dr. Lucero- Dr. Dorner is there anything the board can do for you, or the administration. Moving forward, as far as getting information out to the community or the return to learn plan.

Dr. Dorner- Honestly, I appreciate the questions that you all email us, teachers email us, that family members email and family members say in calls to the public. I think the communication is important and when people ask those questions, it does give us an opportunity to hone in to make decisions or to explain the decisions we've made so my request would be continuing to be open and honest.

Dr. Lucero- Any other comment on item #19? OK, we will move to item #20.

20) **Approve Donations**

(Discussion/Action)

**Black Mountain:**

- Greg and Roberta Feist donated room dividers and rolling crate worth \$2000.00

**Lee Williams High:**

- American Woodmark donated \$1000.00 to Junior Library Guild
- Preston Investments donated \$10,000.00 to LWHS Band Club

**Manzanita:**

- Hope City Church donated a big box of refillable water bottles and the use of their facilities for our Manzanita Staff Movie night
- Honeywell donated 50 cases of bottled water

**White Cliffs Middle:**

- Mohave Integrity Real Estate, Debra Sixta donated 100 travel size spray hand sanitizer
- Mr. and Mrs. Wing donated Yamaha Flute, Vito Clarinet, Getzen Trumpet and Bundy Saxophone valued at \$1200.00

Motion to approve donation was made by Mr. Ricca

Motion was seconded by Mrs. Young

Motion passed in favor 5-0

21) **Adjourn @ 6:40**

(Action)

Motion to adjourn was made by Mr. Ricca

Motion was seconded by Mrs. Young

Motion passed in favor 5-0

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Dr. Charles Lucero, President

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Mrs. Beth Weisser, Vice-President