



GOVERNING BOARD MEETING

TUESDAY, OCTOBER 18, 2011

**Transportation Training Facility
6411 N. Robert Road (Bldg. 500), Prescott Valley, AZ**

EXECUTIVE SESSION @ 6:15 PM

REGULAR SESSION IMMEDIATELY FOLLOWING EXECUTIVE SESSION

WORK-STUDY SESSION IMMEDIATELY FOLLOWING REGULAR SESSION

Dr. Paul H. Stanton, Superintendent

**Richard Adler, President
Howard Moody, Vice President
Shelly Damschroder, Member
Gary Marks, Member
Carmelite Staker, Member**

POSTED
10-14-11
5:00 p.m.

HUMBOLDT UNIFIED SCHOOL DISTRICT #22

A Caring, Learning Community Transforming Today's Learners into Tomorrow's Successes

NOTICE OF COMBINED PUBLIC MEETING AND EXECUTIVE SESSION OF THE GOVERNING BOARD OF EDUCATION

Notice is hereby given that the Governing Board of the Humboldt Unified School District #22 will convene during a meeting open to the public on **October 18, 2011**, at the **HUSD Transportation Center**, located at **6411 N. Robert Road (Building 500), Prescott Valley, Arizona**. The regular meeting will be held immediately following the Executive Session. A Work Study Session will be held immediately following the regular meeting.

- If authorized by a majority vote of the members of the Governing Board, any matter on the Open Meeting Agenda may be discussed in executive session for the purpose of obtaining legal advice thereon, pursuant to A.R.S. 38-431.03 (A)(3). The Board may also vote to convene in executive session to review and discuss issues marked with an asterisk (*). These sessions are not open to the public; however, Board decisions will be made in open public assembly.
- Members of the HUSD Governing Board who are not able to attend in person may participate via an electronic medium.
- The Agenda may be revised up to twenty-four (24) hours prior to the meeting. Revisions will be posted at the HUSD District Office located at 6411 N. Robert Road, Prescott Valley, Arizona.
- Arrangements to accommodate disabilities may be made by contacting Mary Diaz at (928)759-4000 or mary.diaz@humboldtunified.com prior to the meeting.
- Members of the public wishing to address the Board are requested to complete a Public Participation Form provided at the entrance of the meeting area.
- Discussion by the Board is limited to items posted on the agenda.

AGENDA

6:15 PM EXECUTIVE SESSION

1. WELCOME AND CALL TO ORDER

2. ROLL CALL

3. AGENDA REVIEW/ACCEPT

4. EXECUTIVE SESSION

*A. The Board may vote to move into executive session pursuant to A.R.S. § 38-431.03 (A) (2) (Personnel) for discussion regarding the possible termination of classified employee, Donna Ashton

*B. The Board may vote to move into executive session pursuant to A.R.S. § 38-431.03 (A) (2) (Personnel) for discussion regarding the possible termination of classified employee, Michael Leonhardt

5. RETURN TO REGULAR SESSION

6. ADJOURNMENT

REGULAR SESSION IMMEDIATELY FOLLOWING EXECUTIVE SESSION

1. WELCOME AND CALL TO ORDER

2. PLEDGE OF ALLEGIANCE/FLAG CEREMONY

3. ROLL CALL

4. AGENDA REVIEW/ACCEPT

5. REPORTS

- A. Board
- B. Superintendent

6. PUBLIC PARTICIPATION

Participation is reserved for members of the public who have submitted a completed Public Participation Form. Total length of time shall not exceed 30 minutes. Individual times shall not exceed 5 minutes (Policy BEDH). When addressing the Board, speakers are to state their name and subject into the microphone so that their statements may be properly recorded. Questions of fact asked by the public shall, when appropriate, be answered by the President or referred to the Superintendent for reply. Questions requiring investigation shall be referred to the Superintendent for later report to the Board. No action or discussion shall transpire among Board members regarding such questions or comments. Questions or comments on matters that are currently under legal review will not receive a response.

7. CONSENT ITEMS

This section includes approval of items such as minutes, routine warrants, purchase orders, travel claims, employee leave requests, employee transfer requests and resignations, gifts to the District, and student and/or staff travel. Documentation concerning the matters on the Consent Agenda may be reviewed at the District office. Upon the request of a Board member, a topic on the Consent Agenda may be removed from this segment of the meeting and discussed as a Regular Agenda item.

- (Pages 1-3) A. Personnel Recommendations
- (Pages 4-9) B. Governing Board Meeting Minutes of September 13, 2011
- (Pages 10-268) C. Financial/Business
 - 1. Approval of Accounts Payable voucher(s) in the amount of \$ 1,316,708.86
 - 2. Approval of Payroll voucher(s) in the amount of \$ 2,431,163.82
- (Pages 269-282) D. Renewal of Intergovernmental Agreement (IGA) with NAU Educational Technology Consortium for fiscal year 2011-12
- (Pages 283-300) E. Renewal of Intergovernmental Agreement (IGA) with Yavapai College for Dual Enrollment Credit for fiscal year 2011-12
- (Pages 301-305) F. Renewal of five-year agreement with Arizona School for the Deaf and Blind (ASDB)
- (Pages 306-309) G. Request for approval of Memorandum of Understanding (MOU) with Highlands Center for Natural History and their Schoolyard Habitat Program
- (Pages 310-507) H. Recognition of Parent Organizations
 - (Pages 311-408) 1. Bradshaw Mountain High School
 - a) Connection pages 311-344
 - b) Football Boosters pages 345-368
 - c) Baseball Boosters pages 369-395
 - d) Boys' Basketball Boosters pages 396-408
 - (Pages 409-421) 2. Bradshaw Mountain Middle School
 - (Pages 422-434) 3. Glassford Hill Middle School
 - (Pages 435-452) 4. Liberty Traditional School
 - (Pages 453-469) 5. Coyote Springs Elementary School
 - (Pages 470-479) 6. Granville Elementary School
 - (Pages 480-487) 7. Humboldt Elementary School
 - (Pages 488-507) 8. Mountain View Elementary School
- (Pages 508-508-a) I. Gifts and Donations

8. DISCUSSION ITEMS (no action will be taken)

- (Pages 509-510) A. Discussion of AZ Learns Labels
- (Pages 511-574) B. First Reading of Section G – Personnel as part of the five-year draft policy review

9. ACTION ITEMS (matters on which the Governing Board may take legal action)

- (Pages 575-590) A. Discussion and possible action regarding B-Bond projects (including discussion of Capital Funds)
- (Pages 591-592) B. Discussion and possible action to ratify the Annual Financial Report for fiscal year 2010-11
- (Pages 593-603) C. Discussion and possible action regarding a request for approval of a VISTA Volunteer
- (Pages 604-615) D. Discussion and possible action regarding the Second Reading of Policy Advisory 404 – Student Violence/Harassment/Intimidation/Bullying as presented by the Arizona School Boards Association (ASBA)
- (Pages 616-624) E. Discussion and possible action regarding the request for approval of the District's Goals and Objectives for fiscal year 2011-12

10. PERSONNEL

- (Pages 625-630) A. Discussion and possible action regarding the Reduction in Force (RIF) Rubric and Protocol
- (Pages 631-632) B. Discussion and possible action regarding the possible termination of classified employee, Donna Ashton
- (Pages 633-634) C. Discussion and possible action regarding the possible termination of classified employee, Michael Leonhardt
- (Pages 635-636) D. Discussion and possible action regarding the request to increase hours for a Physical Therapist Position

11. ANNOUNCEMENTS

A. Next Scheduled Board Meetings are:

| | | | |
|-------------------|-----------|----------------------------------|-----------------------------|
| November 8, 2011 | 6:30 p.m. | Regular Meeting | @ Coyote Springs Elementary |
| December 13, 2011 | 6:30 p.m. | Regular Meeting | @ Granville Elementary |
| January 10, 2012 | 6:30 p.m. | Organizational & Regular Meeting | @ Lake Valley Elementary |

12. WORK-STUDY SESSION

- (Pages 637-641) A. Annual Self-Evaluation by the Governing Board

13. ADJOURNMENT

Copies of agendas and supporting documentation relative to public meetings are available at the District Administration Office during normal work hours, 24 hours prior to a meeting and immediately preceding the meeting.

CONSENT
Item 7A.

Personnel Recommendations

HUMBOLDT UNIFIED SCHOOL DISTRICT #22

PERSONNEL DEPARTMENT

Personnel Consent Agenda for Board Meeting on October 18, 2011

A. RESIGNATIONS/MATERNITY LEAVES/LEAVES OF ABSENCE/OTHER

Certified Staff

1. Denise Blosser – Teacher @ HES (resign effective 10/7/11)
2. Patricia Cooper – Teacher @ HES (retire effective 10/21/11)
3. David Kreutter – Assistant Football Coach stipend @ GHMS (declined offer)

Classified Staff

1. Cindy Johnson – Bus Driver (resign effective 10/7/11)
2. Doreen McKenna – Mod/Sev/Prof Aide @ BMHS (resign effective 9/16/11)
3. Linda Risner – Administrative Secretary @ MVES (retire effective 1/27/12)
4. Lane Stone – F&N Worker @ BMHS (resign effective 9/19/11)

Substitute+ Staff

- | | |
|---------------------------------|---------------------------------|
| 1. Wayne Ashmore – Bus Driver | 7. Nathan Marcucci – Bus Driver |
| 2. Martin Gillespie - Custodian | 8. David Mompher - Custodian |
| 3. Bret Gurtner – Bus Driver | 9. Donna Shassetz - Aide |
| 4. Lynn Jeffrey – Bus Driver | 10. Linda Shoup – Bus Driver |
| 5. Mike Kessler – Bus Driver | 11. Claire Sickler - Aide |
| 6. Arthur Lazarz - Custodian | 12. Brooke Smith – Bus Aide |

B. EMPLOYMENT OFFERS (Employment offer is subject to acceptable background/fingerprint checks.)

Certified Staff

1. Deborah Galliers – Resource Teacher @ HES (replaces Adriel Law)
2. Cheryl St.Charles – 0.6 FTE Resource Teacher @ HES (replaces Brett Dahl)

Classified Staff

1. Kimberly Andrist – F&N Worker @ BMMS (replaces Marita Vermillo)
2. Sherrie Bergdol – F&N Worker @ BMHS (replaces Lane Stone)
3. Joe Borzello – Playground Aide @ GES (replaces Hellen Saiz)
4. Donna Chavey – Mod/Sev/Prof Aide @ HES (new position approved 9/13/11)
5. Debbi Duncanson – Mod/Sev/Prof Aide @ MVES (replaces William Watkins)
6. Elba Gomez – F&N Worker @ CSES (replaces Arlene Hemmann)
7. Vernon McMains – Bus Driver (replaces Michael Moore, from 8 to 5 Hr/Day)
8. Stacy Morgan – Title 1 Aide @ HES (replaces Lori Sandberg)
9. Jim Richmond – Resource Aide @ CSES (new position approved 9/13/11)
10. Dorothy Stewart – CTE Resource Aide @ BMHS (replaces Kristen Hood)
11. Pamela Wilson – F&N Worker @ BMHS (replaces Colleen Walker)
12. Aundrea Wood – Mod/Sev/Prof Aide @ HES (new position approved 9/13/11)

Substitute+ Staff

- | | |
|----------------------------------|-------------------------------|
| 1. Vito Bagley – AVID Tutor | 11. Maribel Olson - Aide |
| 2. Carol Bates – Aide | 12. Gregory Ott – Teacher |
| 3. Betty Bulechek-Moslet – Aide | 13. Crystal Rahman - Aide |
| 4. Susan Couthran - Aide | 14. David Sawyer – F&N Worker |
| 5. Brice Floyd – AVID Tutor | 15. Lisa Simpson - Teacher |
| 6. Nell Foulke – Aide | 16. Lane Stone – F&N Worker |
| 7. Michael Hultquist – Custodian | 17. Rhea Taghon – Teacher |
| 8. Cindy Johnson – Bus Driver | 18. Debra Thompson – Aide |
| 9. Marc Johnson – Bus Driver | 19. Bashir Uraizee – Bus Aide |
| 10. Gina Kent – Teacher | 20. Deborah Wheeler - Aide |

C. SUPPLEMENTAL CONTRACTS

Overloads

1. None

Stipends (\$3,185.00 M&O...\$2,541.88 Tax Credit)

1. Joe Borzello – Elementary Boys Basketball Coach stipend (paid w/ Tax Credit)

HUMBOLDT UNIFIED SCHOOL DISTRICT #22

PERSONNEL DEPARTMENT

Personnel Consent Agenda for Board Meeting on October 18, 2011

2. Adam Kenner – Assistant Football Coach stipend @ GHMS (paid w/ Tax Credit)
3. Laurinda Lonon – Assistant Football Coach stipend @ MVES (paid w/ Tax Credit)
4. Xavier Magdaleno – from 1.0 FTE Elementary Football Coach stipend @ CSES to 0.5 FTE Elementary Football Coach stipend @ CSES
5. Rick Morris – 8th Girls Basketball Coach stipend @ GHMS
6. Steve Vick – Combined Middle School Wrestling Coach stipend
7. Brent Welsh – Elementary Assistant Football Coach stipend @ CSES (paid w/ Tax Credit)

D. IN-DISTRICT TRANSFERS

Certified

1. None

Classified

1. Jennifer Cilano – from Attendance Secretary @ LTS to Title 1 Aide @ LTS (replaces Teresa Herman)
2. Teresa Herman – from Title 1 Aide @ LTS to Attendance Secretary @ LTS (replaces Jennifer Cilano)
3. Hellen Saiz – from Playground Aide @ GES to Custodian @ GES/LVES (replaces Jerry Wardlow)
4. Cheryl Stillbert – from Before/After School Aide @ CSES to F&N Worker @ HES (replaces Patricia Wilson)

E. INCREASE/ DECREASE IN HOURS (+OR -) OR FUNDING

Certified

1. None

Classified

1. None

**CONSENT
Item 7B.**

Minutes

September 13, 2011

HUMBOLDT UNIFIED SCHOOL DISTRICT #22
Governing Board of Education
Executive Session and Regular Meeting Minutes
Tuesday, September 13, 2011

A **regular** meeting of the Humboldt Unified School District Board of Education was held at Bradshaw Mountain Middle School on Tuesday, September 13, 2011, in Dewey, Arizona.

6:30 PM REGULAR SESSION

1. WELCOME AND CALL TO ORDER

President Adler called the meeting to order at 6:32 PM

2. PLEDGE OF ALLEGIANCE/FLAG CEREMONY

President Adler led in the Pledge of Allegiance.

3. ROLL CALL

Present were members Richard Adler, Howard Moody, Gary Marks, and Carm Staker. Shelly Damschroder was absent.

4. AGENDA REVIEW/ACCEPT

The name of Tammy Novak was removed from the resignation section of the Personnel Consent Agenda. A correction was noted for Item 9.D., the year indicated on the agenda should be 2011.

Gary Marks moved to approve the agenda as amended. Howard Moody seconded and the motion carried unanimously.

5. CELEBRATING SUCCESSES

A. HUSD VIPs – Bradshaw Mountain Middle School – Principal Brian Buchholtz

1. Certified – Cheri Lowman

Mr. Buchholtz introduced Mrs. Lowman and shared that she set a solid foundation in math for her sixth grade students, looped up with them for seventh grade, and the result is positive scoring in 2011 AIMS math data. Cheri is involved in coaching, mentoring, is math department chair and seventh grade team leader. She also participates in the school Academic Intervention Team. Mr. Buchholtz has encouraged her to pursue the Master Teacher Program. She has brought valuable years of teaching experience and a heart for children to BMMS.

2. Classified – Judy Bieth

Mrs. Bieth was unable to attend the meeting. Mr. Buchholtz stated that this is Judy's sixth year at BMMS. She started in the library and is currently the school attendance secretary. Judy's influences go beyond her desk. She consistently projects and demonstrates high levels of competency in any task set before her. Her professionalism and loyalty are to be emulated by all.

Dr. Stanton presented each honoree with a certificate and small token of appreciation.

B. Student Recognition – Sheryl McCully – BMHS CNA Instructor & HOSA Advisor

1. BMHS - Health Occupations Students of America (HOSA)

Report of participation and competition at the HOSA National Leadership Conference held in June of 2011

Ms. McCully gave a brief explanation of HOSA. The association started in 1976 in Texas, and has been active in Arizona for seven years. HOSA's two-fold mission is to promote career opportunities in the health care industry and to enhance the delivery of quality health care to all people. Leadership is through the election of student officers. The high school group participates in community service, fund-raising activities, social activities, leadership development sessions, business meetings and competition by means of skill and academic contests on the local, district, state, and national level.

Former BMHS HOSA members Samantha Cronin, Stephanie Morgan, Tiffany Voth, and Jennifer Griffin, all students and HOSA members at Yavapai College, spoke of what HOSA has meant to them. All of the girls placed high at the National Conference & Competition in June. Samantha and Jennifer are HOSA officers at Yavapai College.

A short video of the summer conference was shared with the audience.

6. REPORTS
A. Board

Carm Staker:

- Attended ASBA's Law Conference September 8-10

Howard Moody:

- Attended ASBA's Law Conference September 8-10; the session on bullying was excellent
- Requested that adding more civics programs to our curriculum be added to a future Board agenda
- Compared funding for charter schools versus public districts; charter schools receive more funding yet provide fewer services; reported that median scores for public districts is higher than charter schools
- Will attend a JTED Business Managers' meeting on Wednesday; one of the agenda items is the new ADM formula

Richard Adler:

- Attended ASBA's Law Conference September 8-10
- Expressed interest in a civics online program as presented at the conference by Sandra Day O'Connor
- Addressed the national issue of bullying and the need to face the problem "head on"

B. Superintendent

Dr. Stanton:

- Attended ASBA's Law Conference September 8-10
- Educating all HUSD staff regarding bullying is important
- Attends Chamber of Commerce Meetings; partnering to correlate college and career readiness programs
- Attended State Superintendent Huppenthal's presentation on the new labeling system (A – F)
- Will attend a County Wide Administrators' meeting on Wednesday where principal and teachers evaluations will be a topic of discussion

7. PUBLIC PARTICIPATION

There was no public participation.

8. CONSENT ITEMS

This section included personnel recommendations, Board meeting minutes, financial reports, request for agreement renewal, student activity treasurers, and authorization of bank account signers.

A correction in the personnel agenda was noted earlier in the meeting.

Howard Moody moved to accept the consent agenda as amended. Carm Staker seconded and the motion carried unanimously.

9. DISCUSSION ITEMS (no action will be taken)

A. Current events at Bradshaw Mountain Middle School including the start of school, Response to Intervention (RTI), Open House, AVID Night, Science Olympiad Teams, athletics, school plant and energy efficiency

Principal Buchholtz reported:

- Great start of school!
- Progress reports were distributed last week
- Open house and AVID night were well attended
- Brought back the "teaming" concept; two teams at each level
- RTI – looking at longitudinal data to determine student strengths and weaknesses
- New students are screened after 45 days
- Fall sports are underway
- Select teachers completed Arizona Science Olympiad training; BMMS will have two powerful teams!
- 3,000 light bulbs and ballasts were changed; the campus is practicing energy efficiency (30% savings)
- The first school dance of the year will be held this Friday

Mr. Moody agreed with the importance of early intervention for students who are falling behind (RTI), and was also glad to hear about the focus on excelling students.

B. This item was removed prior to posting the agenda.

The Board tabled the item at the request it be removed by Dr. Stanton. He will report on B-Bond projects and long-range capital plans at the October meeting.

C. Discussion and first reading of Policy Advisory 404 – JICK, JICK-R, JICK-EA, JICK-EB – Student Violence/Harassment/Intimidation/Bullying as presented by the Arizona School Boards Association

- Policy JICK
- Regulation JICK-R
- Exhibit JICK-EA
- Exhibit JICK-EB

Diana Green, Director of Educational Services, read the Policy Advisory Discussion:

ASBA Policy Services presents this set of newly developed documents to provide school districts with compliance driven changes made to A.R.S. 15-341 by House Bill 2415 (Laws 2011, Chapter 195). Policy Services believes the new set of documents is particularly important as they address a high profile area in today's public education arena. Courts have been unfavorable to school systems when evidence was shown that policies had not been enforced and district staff not adequately trained. Because of this, policies should provide appropriate training for district staff that includes not only a comprehensive review of the requirements but also a clear understanding of the duty to be observant of inappropriate student behavior and to diligently respond to such behavior covered under the policies. Current ASBA policy language addresses student behavior in several instances as noted in cross references to policy JII. Cross referenced documents should be reviewed during staff training opportunities to gain a full understanding of district requirements.

Revised A.R.S. 15-341 contains expanded language related to bullying, harassment and intimidation. New language in the law addresses:

- Use of electronic communication used to bully
- Availability of reporting forms
- Incident reporting by students
- Employee reporting and conditions for failure of reporting
- Dissemination of related information
- Documentation of reports
- Notice of student rights
- Disclosure of information related to investigations
- Required record retention

HB2415 assigns to districts responsibility for defining bullying, harassment, and intimidation for which document model JICK includes recommended definitions.

Board members concurred that the issue of bullying is one of magnitude facing the country. Many cases are through technology (Facebook/cyberbullying), even off school grounds through home computers; a student can be disciplined at school if it presents a substantial disruption to the campus. If an instance of bullying occurs at an off-campus school event, the District is responsible to investigate and administer discipline.

The Board wants the students to understand that they have an obligation to report bullying. Mr. Moody requested an addendum to the student handbook, and training. Once approved, it is required that the policy be posted in every classroom and in common areas. The policy will also be posted on the District website.

Mr. Moody stated that a letter of guidance issued by the Office of Civil Rights (OCR) contradicts several federal court cases and meanings of things in the statutes; the government is taking actions that they are not authorized to do, and sending out a letter of compliance when the courts have something significantly different. As an example, in the Office of Civil Rights guidance report it says that a person could be held liable if they knew or reasonable should have known about bullying; the Davis case (a standard that is quoted in most bullying cases) says that a person must have actual knowledge, not that they should have known. Legal opinions indicate that each (OCR and statutes) be followed. This imposes a burden on every employee to report bullying that they observe or are told about; it is required that every employee sign off that they understand the reporting requirements. He recommended that the policy be adopted as written.

Ms. Green informed the Board that a meeting has been scheduled in October, soon after the policy has been approved. An employee from the Auditor General's office will come to train administrators, principals will train their staff. Every employee will be trained and sign a verification. Mr. Adler reiterated the importance of every staff member knowing the definitions in order to report accurately. He also agreed that this places an additional burden on staff, but the issue is too important; a hot topic in the news that unfortunately sometimes turns deadly.

D. Discussion regarding the time frame and process for the Board Self-Evaluation to be held no later than October 31, 2011

The following timeline was chosen by the Board:

- Assessments submitted to the Secretary by Friday, September 30th
- Summary prepared and distributed to the Board on Wednesday, October 12th
- Work Study Session scheduled to follow the Board meeting on October 18th
- Results of Board Evaluation presented to the public on November 8th, if desired

Dr. Stanton mentioned that AZ Learns labels will be available at the October 18th meeting. Mr. Marks requested that the Board be informed of the labels prior to being advertised in the newspaper. Ms. Green will notify the members as soon as the information is available.

10. ACTION ITEMS (matters on which the Governing Board may take legal action)

A. Discussion and possible action to approve the Board's top ten issues of importance from the Arizona School Boards Association's 2012 Political Agenda Priorities list

Mr. Adler asked the members to submit their selections to the secretary in a timely manner. Mr. Moody will weigh the scores and a final list of the top ten issues will be sent to ASBA. The list will be made available to the public at a future meeting.

Carm Staker moved to approve the weighting of the scores in the proper order. Gary Marks seconded and the motion carried unanimously.

B. Discussion and possible action to approve a Resolution of the Governing Board in support of reauthorization of the Secure Rural Schools Act

Dr. Stanton reported that the Forest Fee Management Association has requested a Governing Board Resolution to each member of the Arizona Congressional Delegation urging their yes vote on the Secure Rural School Act Reauthorization. A copy of the resolution was in the Board packet. If the Secure Rural School Act is not reauthorized by Congress, there will be no additional forest fees funding.

Mr. Moody stated that reauthorization of the act is important because 85% of Arizona property is public domain and not taxed. Approximately 98% of land on the east coast is private, and taxable. To support rural areas, Teddy Roosevelt initiated PILT, Payment in Lieu of Taxes. Mr. Moody encouraged the public to contact congressmen and senators to support the act.

Gary Marks moved to approve a Governing Board Resolution in support of the reauthorization of the Secure Rural Schools Act. Carm Staker seconded and the motion carried unanimously. The vote indicated four yes, zero no, and one member absent.

11. PERSONNEL

A. Discussion and possible action regarding the request to hire three new Special Education Aides

Dr. Kay Turner, Director of Special Services, reported that as a requirement of students' Individual Education Plans (IEPs), three new Special Education Aides are needed.

Howard Moody moved to approve two 6.5 hours per day Moderate/Severe/Profound Aide positions and one 4.5 hours per day Moderate/Severe/Profound Aide position to address IEP requirements and ensure compliance with state and federal regulations, with the approximate total cost of \$42,700 this year coming from M&O funds. Carm Staker seconded and the motion carried unanimously.

B. Discussion and possible action regarding the request to change Food and Nutrition work agreement hours

Rick Littel, Director of Food and Nutrition, reported that with enrollment changes at various schools there is a need to adjust worker's hours.

Proposed changes:

- BMMS Paula DeHeer Manager 7 hours to 7.5 hours daily
- BMMS Vacant Worker 4 hours to 3 hours daily
- CSES Vacant Worker 5.75 to 5 hours daily
- BMHS Lane Stone Worker 5 to 5.5 hours daily

Howard Moody moved to approve the changes as presented to Food and Nutrition work agreements at no net cost increase to the Food and Nutrition budget. Carm Staker seconded and the motion carried unanimously.

C. Discussion and possible action regarding the request to approve a new Reduction in Force rubric (RIF)

Phil Young, Director of Human Resources, reported that about a year and a half ago the law changed and a rubric was created. The rubric worked, but did not address some issues. A committee was formed and created a new protocol for 2011-12. The new rubric gathers more information and differentiates in the event of close scoring. The ten-member committee included a mix of teachers and administrators; all members supported the revisions. The current and proposed documents were included in the Board packet.

Mr. Marks inquired if other districts in the state are going through the same process, and recommended that the rubric be reviewed by an outside source. Mr. Young confirmed that other districts are restructuring their rubrics. Mr. Moody agreed that review of the rubric by an outside source would be valuable. Dr. Stanton suggested that someone from one of the professional associations that Mr. Young is a member of review the document. Mr. Adler felt that the new rubric was a good one and appreciated that the process involved staff members, however, he also agreed that obtaining additional information was a good idea and suggested the item be tabled.

Carm Staker moved to table the item until there is further information. Gary Marks seconded and the motion carried unanimously.

12. ANNOUNCEMENTS

A. Next Scheduled Board Meetings are:

| | | | |
|-------------------|-----------|-----------------|----------------------------------|
| October 18, 2011 | 6:30 p.m. | Regular Session | @ Transportation Training Center |
| November 8, 2011 | 6:30 p.m. | Regular Session | @ Coyote Springs Elementary |
| December 13, 2011 | 6:30 p.m. | Regular Session | @ Granville Elementary |

13. ADJOURNMENT

Howard Moody moved to adjourn the meeting. Gary Marks seconded and the motion carried unanimously. The meeting adjourned at 8:02 PM.

Respectfully submitted,

Mary Diaz
Board Secretary

APPROVAL

Richard Adler, President

Howard Moody, Vice President

ABSENT

Shelly Damschroder, Member

Gary Marks, Member

Carm Staker, Member