

SCOTTSDALE UNIFIED SCHOOL DISTRICT

Regular Meeting of the Governing Board

August 14, 2018

5:00 PM

Coronado High School

7501 E. Virginia Avenue

Scottsdale, AZ 85257

480-484-6800

www.susd.org



AGENDA



BOARD MEMBERS

2018 Governing Board

Barbara Perleberg, President
Kim Hartmann, Vice President
Allyson Beckham
Pam Kirby
Sandy Kravetz

Acting Superintendent
Dr. John Kriekard

CORE PURPOSE

To ensure all individual learners reach their full potential

CORE VALUES

- **Humble**
- **Responsive**
- **Growth-Minded**
- **Student-Focused**

THEMATIC GOAL

Create a Culture of Learning

PUBLIC COMMENT - REGULAR MEETINGS

On Non-Agenda Matters

Those wishing to address the Governing Board on non-Agenda matters need not request permission in advance. However, you must complete a BLUE card (available at the table at the back of the room) indicating your desire to speak, and submit it to the Board Secretary before the public comment portion of the agenda begins. There is a three-minute speaking limit.

(ACTION TAKEN AS A RESULT OF THIS KIND OF PUBLIC COMMENT WILL BE LIMITED TO RESPONDING TO ANY CRITICISM MADE BY THOSE WHO HAVE ADDRESSED THE GOVERNING BOARD, DIRECTING STAFF TO LOOK INTO THE MATTER, OR ASKING THAT THE MATTER BE PUT ON A FUTURE AGENDA. NO OTHER DISCUSSION OR LEGAL ACTION IS ALLOWED. A.R.S. §38-431.01g.)

On-Agenda Items

Those wishing to address the Governing Board on Agenda items need not request permission in advance. However, you must complete a WHITE card (available at the table at the back of the room) indicating your desire to speak and listing the item number, and submit it to the Board Secretary before the meeting begins. There is a three-minute speaking limit.

Limitations

If the numbers of those wishing to comment, whether on non-Agenda matters or on any/all Agenda items, jeopardizes the Board's ability to conclude the meeting at a reasonable hour, the President/Board may limit or eliminate public comment. Public comment is subject to reasonable subject matter, place and manner restrictions by the President/Board.

GOVERNING BOARD MEETING
SCOTTSDALE UNIFIED SCHOOL DISTRICT NO. 48
Coronado High School Board Room, 7501 E. Virginia Avenue, Scottsdale, AZ 85257

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Engage, educate and empower every student, every day.

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Please Note: The Board may change the order of items listed in the Agenda prior to the meeting or during the meeting. ALSO, THE BOARD MAY VOTE TO CONVENE IN EXECUTIVE SESSION ON ANY ITEM THAT IS LISTED ON THIS AGENDA FOR DISCUSSION/CONSULTATION WITH LEGAL COUNSEL TO OBTAIN LEGAL ADVICE, PURSUANT TO A.R.S. §38-431.03(A)(3).

Persons with a disability may request a reasonable accommodation, such as a sign language interpreter, by contacting Elizabeth Husak at 480-484-6113. Requests should be made as early as possible to enable the District to arrange for the requested accommodation and at least one (1) working day prior to the Governing Board meeting.

Information/Discussion:

Preliminary Bond Program Update

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

BACKGROUND:

Skip Brown, Bond Program Consultant, will present his preliminary Bond Program update.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to improved external communication.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Acceptance of Gifts \$181,808.00

Submitted by:
Jeff Gadd, Interim CFO

Funding:
N/A

RECOMMENDATION:

It is recommended that the Governing Board accept the following gifts, which have been approved by the District Gift committee.

BACKGROUND:

	School	Gift Value
Copper Ridge School PTO-Funds for General Gift Account	CRES	\$37,681.32
Charro Foundation-Funds for General Gift Account	Tonalea ES	\$32,500.00
Cocopah APT-Funds for Salaries	Cocopah MS	\$20,000.00
SUSD Foundation-Funds for Honor Health Bio Science Initiative	Saguaro HS	\$15,000.00
CRPTO-Funds for General Gift Account	CRES	\$10,369.18
Sequoia APT-Funds for Instructional Assistant	Sequoia ES	\$10,000.00
Redfield PTO-Funds for General Gift Account	Redfield ES	\$7,000.00
Copper Ridge School PTO-Funds for Intervention Aide	CRES	\$7,000.00
Cocopah APT-Funds for Cocopah TV Studios	Cocopah MS	\$6,082.36
Fine Arts-Funds for Grant MIM Transportation	Fine Arts	\$2,000.00
DMPTO-Funds for Life Skills	Desert MTN. HS	\$1,980.94
Scott Partridge-Funds for General Gift Account	Cherokee ES	\$1,780.76
Copper Ridge PTO-Funds for General Gift Account	Copper Ridge ES	\$500.00
Kerry Rehberg-Funds for Library Aide	Ingleside MS	\$400.00
Wells Fargo Your Cause-Funds for General Gift Account	Saguaro HS	\$332.50
Wells Fargo Your Cause-Funds for General Gift Account	Saguaro HS	\$332.50
	Subtotal Cash	<u>\$152,959.56</u>
DCMS PTO-Thirty Five Chrome Books	DCMS	\$12,251.15
Saguaro Sabercat Football Foundation-Rogers Athletic Five Man LEV Sled	Saguaro HS	\$9,105.00
Chaparral Firebird Football Foundation-Demolition of Press Box Roof	Building Services	\$3,500.00
Village Tennis Club-A Tennis Ball Machine	Arcadia HS	\$1,250.00
	Subtotal Non-Cash	<u>\$26,106.15</u>
Gifts Valued Under \$300.00 Donated to the District 08/14/18	All Schools	<u>\$2,742.29</u>
Donations to the District since July 1, 2018-\$181,808.00	Total	<u>\$181,808.00</u>

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Gifts are used to help support the instructional process through additional supplies, instructional materials, tutoring and equipment.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Accounts Payable Vouchers (AASBO) Processed from June 6 through July 3, 2018 FY18

Submitted by:

Dr. Jed Bowman, Asst. Supt. Human Resources

Funding:

Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed June 6, through July 3, 2018 FY18.

Funding

001-Regular Education/AASBO	\$750.00
570-Indirect Costs/AASBO	2,250.00
Total	\$3,000.00

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payables allows the sites and teachers to purchase the supplies and outside services needed to assist in the instructional process

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Accounts Payable Vouchers (AASBO) Processed from July 16, 2018 FY19

Submitted by:

Dr. Jed Bowman, Asst. Supt. Human Resources

Funding:

Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed July 16, 2018 FY19.

Funding

001-Regular Education/AASBO	<u>\$625.00</u>
Total	<u>\$625.00</u>

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payables allows the sites and teachers to purchase the supplies and outside services needed to assist in the instructional process.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Accounts Payable Vouchers (630 Bond Fund) Processed from June 6 through August 1, 2018 FY18

Submitted by:
Jeff Gadd, Interim CFO

Funding:
Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed June 6, through August 1, 2018 FY18.

Funding

630-BOND	\$6,942,553.53
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BACKGROUND:

C&I Show Hardware and Security Systems	\$144,569.84
Camnet	\$72,349.48
CCS Presentation Systems	\$244,464.50
Core Construction Services of Arizona	\$4,268,445.09
Dell Marketing	\$177,253.11
GovConnection	\$62,852.34
Hess Roundtree	\$6,320.00
Hunt & Caraway Architects	\$434,268.49
Johnston Engineering Company	\$46,787.00
Orcutt Winslow Partnership	\$7,740.37
RWC International LTD	\$1,151,252.69
Skyline Builders & Restoration	\$121,168.56
Wayne B. Taylor Corporation	\$205,082.06
Total	\$6,942,553.53

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payables allows the sites and teachers to purchase the supplies and outside services needed to assist in the instructional process.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Accounts Payable Vouchers (630 Bond Fund) Processed from July 30, 2018 FY19

Submitted by:
 Jeff Gadd, Interim CFO

Funding:
 Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed July 30, 2018 FY19.

Funding

630-BOND	\$5,153.60
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BACKGROUND:

Classic Party Rentals	\$5,153.60
Total	\$5,153.60

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

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This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:**Accounts Payable Vouchers Processed from June 6 through August 1, 2018 FY18****Submitted by:**

Jeff Gadd, Interim CFO

Funding:

Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed June 6 through August 1, 2018 FY18.

Funding

001-Regular Education	\$2,912,432.72
020-Instr Improv Indian GMNG	4,812.80
100-Title I LEA FY18	46,921.68
101-Title I LEA FY17	4,500.00
133-Education Homeless Children & Youth	4,246.46
140-Title II Improving Teacher Quality FY18	7,553.77
164-21 st Century Community	89,299.00
190-Title II LEP Programs	1,443.16
200-Title VII Indian Education Federal Direct	4,385.62
220-Idea Basic-Ent	223,794.02
261-CTE Federal Perkins Grant FY18	75,003.14
290-Medicaid Reimbursement	22,266.60
374-E-Rate	184,485.00
400-CTE State Priority Grant	34,334.52
430-HSHW High School Health & Wellness Grant	24,385.00
457-Results Based Funding-AZ	29,665.11
505-School Plant-ST Lease<1 YR	29,673.49
510-Nutritional Services	211,367.01
520-Community Schools	117,488.06
525-AUX OPS-Bookstore/ATH	87,584.62
526-AUX OPS-Extra Tax Credit	41,313.26
530-Gifts and Donations	29,887.73
540-Fingerprint	308.00
555-Lost Damaged Books	928.15
570-Indirect Costs	27,276.50
595-Advertisement Fund	56.00
596-Joint Tech Education Fund	50,729.64
610-Capital Outlay	207,014.70
611-Capital Outlay Override	891,419.13
620-Adjacent Ways	153,242.38
650-Capital Gifts and Donations	6,205.80

Funds(Cont.)

665-Energy and Water Savings	210,170.32
691-Building Renewal Grant Fund	2,920.00
850-Student Activities	97,391.66
951-Print Shop	592.51
953-Property-Insurance/Casualty/WC	1,479,108.50
955-IGA-Dual Enrollment	60,995.11
958-IGA-Tobacco Prevention	498.51
959-City of Scottsdale Prevention	13,300.93
Total	<u>\$7,389,000.61</u>

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

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This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Accounts Payable Vouchers Processed from July 3 through July 30, 2018 FY19

Submitted by:
 Jeff Gadd, Interim CFO

Funding:
 Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of accounts payable vouchers processed July 3 through July 30, 2018 FY19.

<u>Funding</u>	
001-Regular Education	\$514,305.98
100-Title I LEA FY18	2,533.77
220-Idea Basic-Ent	45,696.92
290-Medicaid Reimbursement	5,586.56
457-Results Based Funding-AZ	6,490.32
505-School Plant-ST Lease<1 YR	743.79
510-Nutritional Services	92,968.79
520-Community Schools	23,908.82
525-AUX OPS-Bookstore/ATH	21,008.19
526-AUX OPS-Extra Tax Credit	49,075.43
530-Gifts and Donations	4,325.12
540-Fingerprint	154.00
555-Lost Damaged Books	166.36
570-Indirect Costs	15,245.89
610-Capital Outlay	144,093.20
611-Capital Outlay Override	669,639.76
665-Energy and Water Savings	20,328.62
850-Student Activities	6,163.00
951-Print Shop	1,250.72
955-IGA-Dual Enrollment	500.00
Total	\$1,624,185.24

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payables allows the sites and teachers to purchase the supplies and outside services needed to assist in the instructional process.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Payroll Vouchers Processed from June 4 through July 27, 2018 FY18

Submitted by:
 Jeff Gadd, Interim CFO

Funding:
 Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of payroll vouchers processed June 4 through July 27, 2018 FY18.

Funding

001-Regular Education	\$15,825,831.29
011-Classroom Site-Base Salary	282,677.33
012-Classroom Site-Perform Pay	154,766.33
013-Classroom Site-Other	604,755.99
020-INSTR Improv Indian GMNG	126,573.54
100-Title I LEA FY18	290,808.71
140-Title II Improving Teacher Quality FY18	68,625.62
164-21st Century Community L.C.	192,895.81
190-Title III LEP Programs	14,805.47
200-Title VII Indian Education Federal Direct	12,414.53
220-IDEA Basic-Ent	255,793.52
221-Idea Preschool Grant	2,848.20
230-Johnson O'Malley Indian Education FY18	2,841.49
261-CTE Federal Perkins Grant FY18	3,386.08
290-Medicaid Reimbursement	48,100.87
430-HSHW-High School Health & Wellness grant	28,511.18
457-Results Based Funding-AZ	30,687.02
505-School Plant-ST Lease< 1 YR	16,932.05
510-Nutritional Services	294,161.51
520-Community School	674,541.88
525-Aux OPS - Bookstore/ATH	15,769.63
526-Aux OPS/Extra Tax Credit	27,362.54
530-Gifts & Donation	29,126.56
570-Indirect Costs	53,904.31
596-Joint Tech Education Fund	165,092.63
630-Bond	20,760.49
850-Student Activities	32.26
951-Print Shop(Internal Service Fund)	4,581.58
952-IGA-ADES Transition from School to Work	28,527.45
953-Property-Insurance/Casualty/WC	7,882.89
957-IGA-Ball Field Maint	11,765.85
Total	\$19,296,764.61

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payroll provides the staff necessary for instruction and instructional support.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Payroll Vouchers Processed from July 16 through July 24, 2018 FY19

Submitted by:
 Jeff Gadd, Interim CFO

Funding:
 Various

RECOMMENDATION:

It is recommended that the Governing Board approve payment of payroll vouchers processed July 16 through July 24, 2018 FY19.

Funding

001-Regular Education	\$996,438.35
011-Classroom Site-Base Salary	48.05
012-Classroom Site-Perform Pay	166.89
013-Classroom Site-Other	96.64
020-INSTR Improv Indian GMNG	1,417.20
100-Title I LEA FY18	8,902.86
164-21st Century Community L.C.	1,529.05
220-IDEA Basic-Ent	16,351.34
230-Johnson O'Malley Indian Education FY18	1,905.03
290-Medicaid Reimbursement	5,345.03
457-Results Based Funding-AZ	1,485.00
505-School Plant-ST Lease< 1 YR	5,290.01
510-Nutritional Services	54,778.62
520-Community School	145,095.48
525-Aux OPS - Bookstore/ATH	1,575.44
526-Aux OPS/Extra Tax Credit	828.09
530-Gifts & Donation	511.28
570-Indirect Costs	15,892.83
596-Joint Tech Education Fund	7,931.11
630-Bond	1,673.56
951-Print Shop(Internal Service Fund)	1,512.75
953-Property-Insurance/Casualty/WC	1,470.86
957-IGA-Ball Field Maint	4,136.54
Total	<u>\$1,274,382.01</u>

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Processing payroll provides the staff necessary for instruction and instructional support.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
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- 5 School Safety

**Consent Item: AMENDED
Personnel Action Items, 7/1/18 – 8/6/18**

Submitted by: Jed Bowman, Ph.D., Assistant Superintendent of Human Resources
Funding: Various

RECOMMENDATION:

It is recommended that the Governing Board approve Personnel Actions which include:
 162 New Employments, 22 Leave of Absence 31 Transfers,
 5 Classified Substitutes and Temporary Workers and 66 Separations.

BACKGROUND:

NEW EMPLOYMENTS: (LA=Limited Appointment, TC=Terminating Contract):

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>VACANCY DATE</u>	<u>FUNDING</u>	<u>EFFECTIVE</u>
<u>Administrative/Administrative Support/Support-Exempt – Departmental:</u>				
Nykell Elkins	SPED/Psychologist	05/24/18	M&O (001)	08/01/18
Amy Eveleth	HR/Director of Human Resources	06/30/18	M&O (001)	07/30/18
Tylyn Hull	SPED/Psych Interm	11/16/17	M&O (001)	08/01/18

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>EFFECTIVE</u>
<u>Administrative/Administrative Support/Support-Exempt – School:</u>		
James Bell	Arcadia/Assist. Principal	07/16/18
Manjula Reddy	Arcadia/Assist. Principal	07/16/18

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>VACANCY DATE</u>	<u>FUNDING</u>	<u>EFFECTIVE</u>
<u>Certified – Department:</u>				
Breanne Amparan	SPED/SLP	New	M&O (001)	07/27/18
Megan Barnash	Ed Srvs/Instr Tech Trainer	05/24/18	M&O (001)	07/27/18
Laura Boone	Ed Srvs/Instr Tech Trainer	05/24/18	M&O (001)	07/27/18
Marissa King	SPED/SLP	05/24/18	M&O (001)	08/02/18
Kelsey Lardner	SPED/SLP	05/25/17	M&O (001)	08/07/18
Shelby Larson	SPED/SLP	05/25/17	M&O (001)	07/27/18
Kimberley Lemon	SPED/SLP	New	M&O (001)	07/27/18
Rachel Lowry	SPED/SLP	05/24/18	M&O (001)	07/27/18
Sarah Murphy	SPED/SLP	05/24/18	M&O (001)	07/27/18
Cheryl Regier	SPED/SLP	05/07/18	M&O (001)	07/27/18
Karey Trusler	Stu Srvs/Prev Coach/Soc Wrkr	New	M&O (001)	08/01/18
Chelsea Wadiak	SPED/SLP	New	M&O (001)	07/27/18
Lori Wagner	SPED/Visually Imp	05/24/18	IDEA (220)	07/27/18
McKenzie Zinn	SPED/SLP	05/24/18	M&O (001)	07/27/18
Michelle Zwerner	SPED/SLP	05/24/18	M&O (001)	07/27/18

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>EFFECTIVE</u>
<u>Certified – School:</u>		
Sassan Afshin	Saguaro/Robotics & Business	07/27/18
Lindsay Anderson	Hopi/SPED LRC	07/27/18
Mitchell Armour	Coronado/College Career	08/01/18
Tino Asghar	Chaparral/Mathematics	07/27/18
Brent Barnes	Chaparral/PE	07/27/18
Susan Barnes	Hohokam/SPED PANDA	08/07/18
Carlee Bazil	Pueblo/1st Gr FLI English	07/31/18
Martin Becerra	Tonalea/PE	07/26/18
Anthony Bianco	Laguna/SPED SCA	07/27/18
Lauren Bills	DCMS/Social Studies	07/27/18
Nicole Bonacci	Tonalea/5th Gr	07/27/18
Angela Bonds	Mountainside/Spanish	07/27/18
Andrew Burton	Mountainside.Anasazi.Laguna/Strings	07/27/18
Tricia Butler	Chaparral/Mathematics	07/27/18
Lynn Carlucci	Chaparral/Mathematics	08/07/18
Marisa Carter	Redfield/Per Care Nurse	07/27/18
Theresa Chervenky	Tavan/3rd Gr	07/27/18
Molly Cooper	Tonalea/Language Arts	07/27/18
Tami Dahl	Copper Ridge/Science	07/27/18
Alesha Davis	DMHS/Guidance Counselor	07/26/18
Lisa Diaz-Albertini	Pueblo/PE	07/27/18
Daniel Donnelly	Chaparral/Mathematics	07/27/18
Marian Dura	Ingleside.Hopi.Tavan/Strings	07/27/18
Marilyn Engle	DCMS/Yearbook	08/01/18
Adam Eslinger	Ingleside/SPED Trans Splst	07/27/18
Nicole Fagan	Cochise/Gifted	07/27/18
Teresa Fitzsimmons	Coronado/Guidance Counselor	07/27/18
William Foy	Sequoia.Kiva.Cochise.Cher/Strings	07/27/18
Nathan Francois	DMHS/Mathematics	07/27/18
Ramsin Gabriel	Chaparral/Mathematics	08/01/18
Gina Gallese	Mohave/Social Studies	08/01/18
Michelle Gates	Anasazi/SPED LRC	07/27/18
Beth Greene	Tavan/5th Gr	07/27/18
Ruth Hart	Arcadia/Guidance Counselor	08/07/18
Erin Heath	Echo Canyon/Mathematics	07/27/18
Marissa Hirsch	Tonalea/SPED LRC	07/27/18
Paramdeep Kaur	Mountainside/Science	07/27/18
Mary Keefer	Cochise/SPED ALC	07/27/18
Denise Kotlarz	Pima/Instr Specialist	07/26/18
Jennifer Lannoye	Echo Canyon/SPED LRC	07/27/18
Stephanie Laviola	Arcadia/Mathematics	07/30/18
Stacy Liddy	Kiva/Gifted	07/27/18
Kenton Long	Ingleside/Language Arts	07/27/18
Anne Martone	DMHS/Language Arts	07/27/18
Carrie McCulloch	Redfield/Dean	07/20/18

Certified – School Cont:

Kira McSwain	Redfield/3rd Gr	07/27/18
Shara Miller	Mountainside/Social Studies	07/27/18
Raymond Miller	Saguaro/Mathematics	07/27/18
Nancy Neff	Arcadia/Mathematics	07/30/18
Zachary Nicholas	Saguaro/French	07/27/18
Edna Pacheco	Pueblo/5th Gr FLI Spanish	07/27/18
Veva Pacheco	DMHS/Guidance Counselor	07/25/18
Angela Pantilione	Chaparral/Language Arts	07/27/18
Jamie Patrick	Copper Ridge/SPED SCA	07/27/18
Melissa Pattison	DCMS/Mathematics	07/27/18
Kelley Perry	Tonalea/Intervention Spec	07/28/18
Raul Pilling-Riefkohl	Pueblo/5th FLI Spanish	07/27/18
Erika Ponesse	Tavan/SPED PANDA	07/31/18
Karyn Rabe	Cherokee/Gifted	07/27/18
Pierre Rivera	Ingleside/Math Intervention	07/27/18
Paula Rutt	Cocopah/Nurse	07/27/18
Zachary Sabol	DCES/3rd Gr	07/31/18
Robert Scavetta	Saguaro/Science	07/27/18
Sandra Serna	Yavapai/4th Gr	08/01/18
Lindsey Skomro	Arcadia/Dance	07/27/18
Shannon Smaldone	Chaparral/Language Arts	07/27/18
Emily Smithley	Copper Ridge/5th Gr	07/27/18
Julie Srednicki	Pueblo/SPED LRC	07/27/18
Stacey Stephens	Tavan/3rd ELD	07/27/18
Mark Tate	Cocopah/Spanish	07/27/18
Gail Tronzo	Tonalea/Guidance Counselor	07/26/18
Cary Tyler	Chaparral/Language Arts	07/27/18
Ashley Vatland	Hohokam/1st Gr	07/27/18
Paula Vaughn	Echo Canyon/Science	07/27/18
Emmyrae Watson	Chaparral/Choir & Piano	07/27/18
Nina Westgard	Yavapai/3rd Gr	07/27/18
Karen Wiebel	Sequoia/Kinder	07/27/18
Laura Winstin-Seitz	DMHS/SPED LRC	07/30/18

NAME**UNIT/ASSIGNMENT****VACANCY DATE****FUNDING****EFFECTIVE****Classified – Departmental:**

Alice Bacigalupi	Comm Ed/Fiscal Supp Coord	New	CommEd (520)	07/26/18
Stephanie Brown	HR/HR Specialist	06/30/18	M&O (001)	08/20/18
Tyler Burris	Bldg Svcs/Fac Svcs Wrkr Grounds	12/22/17	M&O (001)	07/31/18
Gordon Cameron	Trans/Bus Aide	05/26/16	M&O (001)	08/02/18
Mayra Caro	HR/HR Specialist	07/15/18	M&O (001)	07/16/18
Sara Delgado	Bldg Svcs/Fiscal Supp Coord	12/06/17	M&O (001)	07/12/18
Jerry Johnson	IT/Video Sec Specialist	02/23/18	M&O (001)	07/16/18
Cassandra Mobley	Ed Svcs/Curr & Istr Mat Specialist	07/27/18	M&O (001)	08/01/18
Kelly Patton	Trans/Bus Driver	12/01/16	M&O (001)	07/09/18

Classified – Departmental Cont:

Priscilla Rosales	SPED/Admin Supp Coord	07/09/17	Medicaid (290)	07/02/17
Jose Villas	Bldg Srvs/Fac Srvs Wrkr Grounds	03/26/18	M&O (001)	07/31/18
Danielle Ybarra Cassano	Nut Srvs/Fiscal Supp Coord	06/30/18	Nutr (510)	07/30/18
Donald Zelechowski	Bldg Srvs/Fac Srvs Wrkr Grounds	12/21/17	M&O (001)	07/31/18

NAME UNIT/ASSIGNMENT EFFECTIVE**Classified - School:**

Blesilda Aguilar	Redfield/Childcare Prov	08/01/18
Michaela Askew	Kiva/Instr Supp Para	07/24/18
Chloe Baldwin	Pueblo/Childcare Prov	08/01/18
Ashley Byrum	DCES/Childcare Prov	08/31/18
Myshel Cagle	Yavapai/Admin Supp Coord	08/02/18
Suzanne Campbell	Cheyenne/Childcare Prov	08/01/18
Eileen Deluilio	Cherokee/Admin Supp Assist LA	08/07/18
Cassie Dering	DCES/Instr Res Assist	08/07/18
Karen Dieterich	Anasazi/Childcare Prov	08/01/18
Carl Ercolani	Navajo/Instr Supp Para	08/07/18
Rylee Farnsworth	Cherokee/Childcare Prov	08/01/18
Tracy Fish	Hopi/Instr Supp Assist LA	08/07/18
Betty Frank	Saguaro/Sr But Srvs	08/07/18
Heather Fuertes	Pueblo/Childcare Prov	08/01/18
Rebecca Green	Copper Ridge/Noon Aide LA	08/07/18
Valerie Funk-Taunton	Hopi/Instr Supp Assist LA	08/07/18
Ashley Giardino	DCES/Childcare Assist	08/01/18
Whitney Harrell-Whitby	Hopi/Childcare Prov	08/01/18
Peter Heikka	Chaparral/Admin Supp Tech	08/01/18
Elizabeth Ian	Cherokee/Instr Supp Para	08/07/18
Amna Jafary	Cheyenne/Noon Aide	08/07/18
Rachael Karabin	Pima/Nut Srvs Wrkr	08/01/18
Gloria Keenan	Echo Canyon/Instr Supp Para	08/07/18
Sharon Kelly	Cheyenne/Childcare Prov	08/01/18
Paul Leigh	DCMS/Instr Res Assist	08/06/18
Roopali (last not used)	Redfield/Instr Supp Para	08/07/18
Terrie Lortie	DCES/Noon Aide	08/07/18
Paula MacWilliam	Arcadia/Admin Supp Assist	08/01/18
Elizabeth McClees	Yavapai/Instr Supp Para	08/07/18
Jessica McWilliams	DCES/Childcare Prov	08/01/18
Ashley Miranda	Kiva/Instr Supp Para LA	08/07/18
Desiree Morgan	Kiva/Instr Supp Para	08/07/18
Cecilia Mori	Tonalea/Sr Nut Srvs Wrkr	08/02/18
Daniel Najarian	Coronado/Admin Supp Tech	07/23/18
Vanessa Petrison	Echo Canyon/Admin Supp Registrar	07/25/18
Alison Reese	Cherokee/Childcare Assist	08/01/18
Gisselle Reyes	Ingleside/Sr Nut Srvs Wrkr	08/07/18
Jesus Robles	Tavan/Chldcare Prov	08/07/18
Alpa Shah	Navajo/Instr Supp Para	08/07/18

Classified - School Cont:

Irene Sheridan	Redfield/Noon Aide	08/07/18
Lawrence Sheridan	Redfield/Cross Guard	08/07/18
Laurie Sitterley	Hohokam/Instr Supp Para	08/07/18
Tawan Slone	Cherokee/Noon Aide	08/07/18
Erin Stiltner	Saguaro/Security Officer	08/07/18
Abigail Stobo	Cochise/Childcare Prov	08/01/18
Hailey Tacey	Hopi/Childcare Prov	08/01/18
Christopher Trimble	Kiva/Cross Guard	08/07/18
Brooke Wardell	Cherokee/Childcare Prov	08/01/18
Michael Weaver	Ingleside/Security Officer	08/07/18
Michelle Wehry	Pima/Chldcare Prov	08/07/18
Leticia Zavala Gutierrez	Tonalea/Noon Aide	08/07/18

LEAVES OF ABSENCE:

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>EFFECTIVE</u>
<u>Certified</u>		
Lisa F Berkson	Arcadia HS/Teacher	08/01/18 – 05/31/19
Clarissa Bishay	Pueblo ES/Teacher	08/01/18 – 05/31/19
Julie Busch	Desert Canyon ES/Teacher	11/26/18 – 11/20/18
Mark Close	Mohave MS/Teacher	08/01/18 – 05/31/19
Carol Culbertson	Arcadia HS/Teacher	08/01/18 – 05/31/19
Kristina Dieball	Laguna ES/Teacher	08/01/18 - 05/31/19
Jennifer Jewett	MDA/Instructional Coach	08/01/18 – 05/31/19
Kelly Lazovich	Mohave MS/Teahcer	08/01/18 – 05/31/19
Heather Moll	Saguaro HS/Teacher	08/01/18 – 05/31/19
Pauline Scanlon	Tavan ES/Teacher	08/01/18 – 05/31/19
Sherena Small	MDA/Social Worker	08/01/18 – 11/02/18
Kendall Snyder	Hohokam ES/ Teacher	08/01/18 – 05/31/19
Savi Tavassoli	Chaparral HS/Teacher	08/01/18 – 05/31/19

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>EFFECTIVE</u>
<u>Classified:</u>		
Katherine Benda-Hioki	Ingleside/Inst Sup Asst	08/07/18 - 09/21/18
Tanis Bolick	Transportation/Bus Aide	08/01/18 - 12/21/18
Frank DeLuca	Fac & Bldg Srvs/Sr Fac SW	08/01/18 - 06/30/19
Stephanie Economos	Transportation/Bus Driver	09/24/18 - 10/15/18
Irene Lang	Nutritional Services/Cafe Mgr	07/23/18 - 09/28/18
Robert Joseph	Transportation/Bus Driver	08/01/18 - 09/25-18
Ferma Perullo-Kipnes	Community Ed/CC Provider	08/01/18 - 09/01/18
Francisca Romero	Coronado HS/Instr Sup ParaEd	09/07/18 - 12/21/18
Robert Talbot	Transortation/Bus Aide	08/01/18 - 09/29/18

TRANSFERS:

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>TRANSFER TO</u>	<u>VACANCY DATE</u>	<u>FUNDING</u>	<u>EFFECTIVE</u>
<u>Administrative/Administrative Support/Support-Exempt – Departmental:</u>					
Christina Agans	SPED/TOA IDEA	SPED/SPED Coord	06/30/18	M&O (001)	07/24/18
Steven Chestnut	Gov Board/Assoc Super	Stu Srvs/Exec Dir Stu Srvs	06/30/18	M&O (001)	07/02/18

Administrative/Administrative Support/Support-Exempt – Departmental Cont:

Skylar Cordova	SPED/Psych Intern	SPED/Psychologist	05/24/18	M&O (001)	08/01/18
Minja Vallo	SPED/Psych Intern	SPED/Psychologist	New	M&O (001)	08/01/18

Administrative/Administrative Support/Support-Exempt – School:

Erin Kadera	Ingleside/AP	Saguaro/AP	05/24/18	M&O (001)	07/30/18
Joseph Olney	Arcadia/Mathematics	Coronado/AP	10/13/17	M&O (001)	07/18/18

NAME UNIT/ASSIGNMENT TRANSFER TO VACANCY DATE FUNDING EFFECTIVE**Certified – Department:**

Gail Oper	Saguaro/Librarian	SIMAR/TOA Assessment	06/30/18	M&O (001)	08/01/18
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Certified – School:

Aster Antolik	HR/Sub Nurse	Redfield/Nurse	06/01/18	M&O (001)	07/27/18
Taylor Booher	HR/Substitute	Tavan/3rd Gr	05/24/18	M&O (001)	07/27/18
Remi Braca	HR/Substitute	Copper Ridge/SPED LRC	01/05/18	M&O (001)	07/27/18
Aya Jakeo	DMHS Instr Supp Splst	DMHS/Japanese	New	M&O (001)	07/27/18
Brittany Kreisman	Ingleside/Lang Arts ETP	Ingleside/Gifted	New	M&O (001)	07/27/18
Carla Meiers	HR/Substitute	Yavapai/Gen Music	06/01/18	M&O (001)	07/27/18
Brian Miller	HR/Substitute	Coronado/Science & Math	06/01/18	M&O (001)	07/27/18
Raiza Ramirez	DMHS/Spanish ETP	DMHS/Spanish	06/01/18	M&O (001)	08/07/18
Beth Schaffer	HR/Substitute	DCES/4th Gr	New	M&O (001)	08/01/18

NAME UNIT/ASSIGNMENT TRANSFER TO VACANCY DATE FUNDING EFFECTIVE**Classified – Department:**

Cynthia Dudley	HR/Admin Supp Coord	Assist Sup/Sr Exec Admin Assist	06/30/18	M&O (001)	07/23/18
Janet Halligan	SPED/Beh Mgmt Tech	SPED/Transition Spec	05/18/18	IGA (952)	08/07/18
Kim Madden	SPED/Instr Supp Para	SPED/Transition Spec	05/24/18	IGA (952)	08/07/18
Aimee Morgan	Yavapai/Adm Sup Coord	Nut Svcs/Fisc Supp Coord	04/02/18	510 (Nutr)	07/16/18
Kerry Taylor	HR/Substitute	Security/Security Officer	New	M&O (001)	08/07/18

Classified – School:

Margaret Cassidy	HR/Substitute	Cochise/Childcare Assist	06/30/18	CommEd (520)	08/07/18
Kelly Dyess	Bldg Svcs/Fac Svcs Wrkr	Navajo/Facilities Coord	05/24/18	M&O (001)	05/25/18
Anupa Jaiswal	CommEd/Chldcare Prov	Cheyenne/Chldcare Assist	05/24/18	CommEd (520)	08/01/18
Shaye Johnston	CommEd/Chldcare Prov	Pueblo/Chldcare Assist	05/24/18	CommEd (520)	08/01/18
Julie Kredlo	Deseg/Instr Supp Assist	Tonalea/K-3 Supp Specialist	12/18/17	M&O (001)	07/24/18
Noreen McLellan	DMHS/Instr Supp Para	DMHS/Security Officer	01/24/18	M&O (001)	08/07/18
Colleen Navarro	Nut Svcs/Nut Svcs Mgr	Nut Svcs/Nut Svcs Wrkr	06/03/18	Nutr (510)	07/24/18
Maria Serna	Hohokam/Noon Aide	Hohokam/Instr Supp Para	05/24/18	M&O (001)	08/07/18
Jacquelyn Stauff	Hopi/Noon Aide	Arcadia/Admin Supp Tech	05/14/18	M&O (001)	07/26/18
Maria Trejo-Amador	Bldg Svcs/Fac Svcs Wrkr	Tava/Facilities Coord	03/29/18	M&O (001)	06/08/18

It is recommended that the Governing Board approve the following as:

CLASSIFIED SUBSTITUTES and TEMPORARY WORKERS:

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>EFFECTIVE</u>
Tina Drohan	Trans/Bus Driver Train	08/01/18
Byron Fletcher	Trans/Bus Driver Train	07/23/18
Hans Hensley	Trans/Bus Driver Train	07/23/18
Joseph Mottola	Trans/Bus Driver Train	07/23/18
Lori O'Neill	Trans/Bus Driver Train	07/30/19

SEPARATIONS:

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>	<u>REASON</u>	<u>EFFECTIVE</u>
<u>Administrative/Administrative Support/Support-Exempt:</u>			
John Andrews	Arcadia/Assist. Principal	Resignation	07/12/18
Shawn Coleman	SPED/Prog Beh Specialist	Job Abolishment	05/31/18
Jillian Conway	SPED/Spec Ed Coordinator	Resignation	07/12/18
Amy Hardy	Sequoia/Assist Principal	Resignation	06/01/18
Jessica Holbrook	Saguaro/Assist Principal	Resignation	07/23/18
Jason Jordan	IT/Network Systems Coordinator	Resignation	07/20/18
Kristin Kinghorn	DCES/Principal	Resignation	06/29/18
Purvi Parikh	SPED/Psychologist	Resignation	05/24/18

Certified:

Tiffany Albers	Redfield/2nd-3rd Grade	Resignation	06/01/18
Grace Althoff	Coronado/PE	Resignation	10/01/18
Abby Brown	Ingleside/Gifted	Resignation	06/07/18
Connie Cross	Kiva/Tutor	Resignation	07/26/18
Eric Heideman	Saguaro/Mathematics	Resignation	05/24/18
Amber Kamm	Tonalea/SPED LRC	Resignation	03/19/18
Lisa Lacy	Coronado/SPED LSC	Resignation	06/01/18
Lisa Macik	Coronado/Language Arts	Resignation	06/01/18
Michael Miller	State & Fed Titles/TOA	Job Abolishment	06/01/18
Jonathan Naylor	Tonalea/Social Studies	Resignation	06/01/18
Raul Pilling-Riefkohl	Pueblo/5th FLI Spanish FLI English	Resignation	08/03/18
Erin Preston	Hopi/SPED LRC	Resignation	06/01/18
Emily Sankey	Pueblo/01 FLI English	Resignation	06/01/18
Rhianna Schnorr	DMHS/Language Arts	Resignation	07/24/18
Ritchell Sharp	Mohave/Gifted	Retired	05/24/18
Lynzi Stralek	Ingleside/Mathematics	Resignation	06/01/18
Brian Whiting	Arcadia/Guidance Counselor	Resignation	07/25/18
Andrew Bernard	Bldg Svcs/Fac Svcs AV Tech	Retired	08/08/18

Classified :

Lyreesha Blackwell	Coronado/Instr Supp Para	Resignation	06/01/18
Adam Brosseit	Trans/Bus Driver	Resignation	07/23/18
Sherry Buchholz	Copper Ridge/Instr Supp Para	Resignation	06/01/18
Kathryn Burns	Comm Ed/Childcare Provider	Resignation	06/01/18
Scott Burrell	Bldg Svcs/Fac Svcs Wrkr Cust	Resignation	07/20/18

Classified Cont:

Donna Davis	Coronado/Admin Supp Tech	Resignation	07/20/18
Colleen Donahue	Nut Srvs/Nut Srvs Mgr	Job Abandonment	07/26/18
Mariela Duarte	Deseg/Community Splst	Resignation	06/01/18
Naquanna Ellis	HR/HR Specialist	Resignation	06/26/18
Leah Folz	Nut Srvs/Nut Srvs Mgr	Resignation	07/24/18
Lisa Garcia	Chaparral/Instr Supp Para	Resignation	07/24/18
Maynard Glass	Bldg Srvs/Fac Srvs Spec Projects	Retired	06/18/18
Kristofforo Goodman	Comm Ed/Childcare Specialist	Resignation	07/25/18
Marilyn Harrer	Anasazi/Instr Supp Assist	Resignation	06/30/18
Chelsea Heimerdinger	Comm Ed/Childcare Provider	Resignation	06/01/18
Amanda Hiatt	SPED/Reg Behavior Tech	Resignation	06/01/18
Timothy Horwath	Trans/Bus Driver	Resignation	07/31/18
Stacey Johnson	Early Child/Childcare Provider	Resignation	06/01/18
Hana Lashin	Comm Ed/Childcare Provider	Resignation	06/01/18
Skyler Leyva	Early Child/Childcare Assist	Resignation	06/01/18
Kathleen Lindholm	Navajo/Noon Aide	Resignation	06/01/18
Jessica McWilliams	Early Child/Childcare Assist	Resignation	06/01/18
Lorri Olmstead	SPED/Transistion Specialist	Resignation	06/01/18
Sue Pechersky	DCMS/Instr Res Assist	Resignation	06/01/18
Tori Rapkin	Navajo/Instr Supp Para	Resignation	06/01/18
Carol Rayyan	Chaparral/Instr Supp Para	Resignation	06/01/18
Joseph Rodriguez	Comm Ed/Childcare Assist	Resignation	06/01/18
Candice Schreiber	Ed Srvs/Curr Instr Matls Spec	Resignation	07/27/18
Rachel Segal	Arcadia/Admin Supp Attendance	Resignation	06/28/18
Erika Shapiama	Cherokee/Instr Supp Para	Resignation	06/01/18
Sherry Shearer	Early Child/Childcare Assist	Resignation	06/01/18
Steven Shroyer	Bldg Srvs/Facil Coord	Retired	07/06/18
Laurie Sitterley	Hohokam/Instr Supp Para	Resignation	06/01/18
Audrey Smith	Comm Ed/Childcare Specialist	Resignation	07/20/18
Laura Stiles	Ingleside/Admin Supp Registrar	Resignation	08/09/18
Danielle Ward	Scts On-Line/Instr Supp Specialist	Resignation	06/30/18
Julie Welling	Nut Srvs/Sr. Nut Srvs Wrkr	Resignation	07/24/18
Patricia Welsh	Kiva/Instr Supp Para	Resignation	07/26/18
Melissa Zarra	Pima/Noon Aide	Resignation	05/24/18
Tammy Zorn	Copper Ridge/Instr Supp Assist	Resignation	03/09/18

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Hiring and retention of a qualified and diverse workforce leads to increased student achievement.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

BACKGROUND:

NEW EMPLOYMENTS: (LA=Limited Appointment, TC=Terminating Contract):

Administrative/Administrative Support/Support-Exempt – Departmental:

NAME **UNIT/ASSIGNMENT**
Nykell Elkins *SPED/Psychologist*

Education:
Undergrad - Eastern Arizona College - AA
Undergrad - Srizona State University - BS in Sociology
Graduate - SD in School Psychology

Work Experience:
Current – School Psychologist - Thatcher High School in Thatcher, AZ

Certificates:
School Psychologist K-12

Amy Eveleth *Director of Human Resources*

Education:
Undergrad - New Mexico State University - BS in Special Ed and Elementary Ed
Graduate - New Mexico Highlands University - MA in Eductional Leadership

Work Experience:
Current - Principal - Edith Garcia Macklin in Tucson, AZ
Director of Curriculum & Assessment - Health Leadership High School in Albuquerque, NM
Director of Human Resource Operations - Rio Rancho Public Schools in Rio Rancho, NM

Certificates:
Administrative Certificate
Learning Disability K-12
Standard Elementary K-8

Tylyn Hull *SPED/Psychologist Intern*

Education:
Undergrad - Arizona State University - BA in Psychology
Graduate - Argosy University - MA in Educational Psychology
Graduate - Argosy University - Educational Specialist - School Psychology

Work Experience:
Current - Registered Behavior Technician - Jigsaw Developmental Services in Scottsdale, AZ
ABA Instructional Technician - Arizona Autism United in Phoenix, AZ

Administrative/Administrative Support/Support-Exempt – School:

James Bell *Arcadia/Assistant Principal*

Education:
Undergrad - Arizona State University - BA in Communication
Undergrad - University of Phoenix - Post Baccalaureate TeacherEducation Program
Graduate - Arizona State University - MA in Curriculum and Instruction
Graduate - Chapman University - Administrative Certificate Secondary Education

James Bell, cont. Arcadia/Assistant Principal

Work Experience:

Current - Assistant Principal of Activities - Corona del Sol High School in Tempe, AZ
Language Acquisition Specialist - District Admin - Osborn School District in Phoenix, AZ

Certificates:

Administrative Certificate K-12
Elementary K-12
Standard Secondary 6-12

Manjula Reddy Arcadia/Assistant Principal

Education:

Undergrad - University of Texas - BS in Mathematics
Graduate - Grand Canyon University - MS in Secondary Education
Graduate - Drexel University - MS in Mathematics

Work Experience:

Current - Assistant Principal - Eanes ISD Hill County Middle School in Austin, TX

Certificates:

Administrative Certificate K-12
Secondary 8-12

TRANSFERS:

Administrative/Administrative Support/Support-Exempt – Departmental:

<u>NAME</u>	<u>UNIT/ASSIGNMENT</u>
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Administrative/Administrative Support/Support-Exempt – Departmental - Cont:

Christina Agans SPED/SPED Coordinator

Education:

Undergrad - Illinois State University - BS in Special Education
Graduate - Brandman University - Administration Services Clear Credential
Graduate - Aurora University - Ma in Special Education
Graduate - University of Phoenix - MA in Special Education ,Counseling, Administration

Work Experience:

Current - Special Education Teacher on Assignment - SUSD in Scottsdale, AZ
Special Education Coordinator - Napa Valley Unified School District in Napa, CA

Certificates:

Administrative Certificate K-12
Education Specialist Instruction Mild to Moderate - K - 22 years old
Crosscultural, Language & Academic Development (CLAD)

Skyler Cordova SPED/Psychologist

Education:

Undergrad - Arizona State University - BS in Psychology
Graduate - Argosy University - MA in Educational Psychology

Work Experience:

Current - School Psychologist Intern - Cherokee Elementary in Scottsdale, AZ

Certificates:

Standard School Psychologist PreK-12

Minja Vallo **SPED/Psychologist**

Education:

Undergrad - Arizona State University - BA in Social and Behavioral Sciences

Graduate - Argosy University - MA in Educational Psychology

Work Experience:

Current - School Psychologist Intern - Saguaro High School in Scottsdale, AZ

Certificates:

Standard School Psychologist PreK-12

Erin Kadera **Saguaro/Assistant Principal**

Education:

Undergrad - Arizona State University - BA in Elementary Education

Graduate - University of Phoenix – MA in Administration and Supervision

Work Experience:

Current – Assistant Principal – Ingleside Middle School in Scottsdale, AZ

Assistant Principal – Navajo Elementary School in Scottsdale, AZ

Certificates:

Administrative Certificate K-12

Standard Elementary K-8

Joseph Olney **Coronado/Assistant Principal**

Education:

Undergrad - Arizona State University - BA in Global Business

Undergrad - Rio Salado College - Certification in Secondary Mathematics

Graduate - Grand Canyon University - MA in Educational Leadership

Work Experience:

Current - Dean of Students - Copper Ridge Elementary in Scottsdale, AZ

Certificates:

Administrative Certificate K-12

Standard Secondary 6-12

National Board Certification - Mathematics AYA

Consent Item:

Approval of Minutes of June 26, 2018 Regular Governing Board Meeting

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Minutes of the June 26, 2018 Regular Governing Board Meeting.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to academic achievement and organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Minutes of June 26, 2018 Special Governing Board Meeting and Executive Session

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Minutes of the June 26, 2018 Special Governing Board Meeting and Executive Session.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to academic achievement and organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Minutes of June 28, 2018 Special Governing Board Meeting and Executive Session

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Minutes of the June 28, 2018 Special Governing Board Meeting and Executive Session.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to academic achievement and organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Minutes of July 26, 2018 Special Governing Board Meeting and Executive Session

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Minutes of the July 26, 2018 Special Governing Board Meeting and Executive Session.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to academic achievement and organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Minutes of August 9, 2018 Special Governing Board Meeting and Executive Session

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Minutes of the August 9, 2018 Special Governing Board Meeting and Executive Session.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to academic achievement and organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Appointment of Student Activities Treasurer and Assistant Treasurer

Submitted by:

Jeff Gadd, Interim CFO

Funding:

Student Activities (850)

RECOMMENDATION:

It is recommended that the Governing Board authorize the Chief Financial Officer as the Student Activities Treasurer and the Student Activities Manager as the Assistant Treasurer

BACKGROUND:

In accordance with A.R.S. 15-1122, The governing board of any school district having student activities monies shall establish as Student Activities Fund and appoint a student activities treasurer. The student activities treasurer shall deposit the student activities monies in the designated student activities account.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Funds collected used for classroom supplies, field trips, enrichment programs, extracurricular programs, rentals and student activities.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Student Activities Fundraising Authorization

Submitted by:

Jeff Gadd, Interim CFO

Funding:

Student Activities (850)

RECOMMENDATION:

It is recommended that the Governing Board authorize the site Principals to approve all fundraising efforts by the students for the 2018-2019 fiscal year.

BACKGROUND:

In accordance with A.R.S.15-1121 all monies raised with the approval of the governing board of a school district by the efforts of students in pursuance of or in connection with all activities of student organizations, clubs, school plays or other student entertainment are student activities monies.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

This will allow Principals to authorize fundraising efforts for student clubs. Fundraising by student clubs offsets the cost of club activities such as trips, dances, yearbooks, and community outreach programs.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Tax Credit Fee and Waiver Authorization

Submitted by:

Jeff Gadd, Interim CFO

Funding:

Tax Credit (526)

RECOMMENDATION:

It is recommended that the Governing Board authorize a tax credit extra-curricular fee range of \$1.00 up to the actual cost of the activity and authorize site Principals to approve tax credit fee waivers as necessary.

BACKGROUND:

In accordance with A.R.S.43-1089.01 a school may receive tax credit donations toward the use of extra-curricular activities. Extra-curricular activities require enrolled students to pay a fee in order to participate in the activity. The fee may be waived if it creates an economic hardship for a student.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

This will allow students to participate in extra-curricular tax credit activities and comply with the required fee to access tax credit money.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Renewal Intergovernmental Agreement (“IGA”) between Scottsdale Unified School District (“SUSD”) and Page Unified School District (“PUSD”)

Submitted by:
Michelle G. Marshall, General Counsel

Funding:
N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the renewal of the IGA between Scottsdale Unified School District (“SUSD”) and Page Unified School District (“PUSD”) for the 2018-2019 school year.

BACKGROUND:

SUSD has developed a proprietary distance-learning program, known as Scottsdale Online Learning (“SOL”), which includes proprietary computer software for students to receive comprehensive K-12 academic instruction via the Internet. The initial term of the agreement with PUSD was from July 1, 2013 through June 30, 2014 and is set to renew automatically each year for up to five successive terms, unless otherwise terminated by either party.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to increased academic achievement.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Revisions to Governing Board Policy GBEAA – Staff Conflict of Interest

Submitted by:

Michelle G. Marshall, General Counsel

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the revisions of Governing Board Policy GBEAA – Staff Conflict of Interest.

BACKGROUND:

The Scottsdale Unified School District Governing Board met on June 26, 2018 for a first read and discussion. This is a “second read”, pursuant to policy BGB, Policy Adoption. The Administration is recommending revisions where appropriate.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to increased high standards and accountability.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

CURRENT SUSD POLICY

GBEAA © STAFF CONFLICT OF INTEREST

Any employee found to have violated this Policy is subject to discipline, up to and including termination.

Conflict of Interest

Any employee or officer who has, or whose relative has, a substantial interest in any decision of the District shall make known this interest in the official records of the District, and shall refrain from participating in any manner as an employee in such a decision.

Definitions

For purposes of this Policy:

“Make known” means the filing of a paper which is signed by a public officer or employee and which fully discloses a substantial interest or the filing of a copy of the official minutes of a public agency which fully discloses a substantial interest. The filing shall be in the special file established pursuant to § 38-509. In the Scottsdale Unified School District, this paper shall be submitted to the Legal Department and the Human Resources Department, in the form of Exhibit GBEAA-E.

“Refrain from participating in any manner” means more than just refraining from making a final decision. It means participating in any way in the process leading up to a decision. An employee with a conflict of interest must not make recommendations, give advice, or otherwise communicate in any manner with anyone involved in the decision-making process.

“Relative” means the spouse, child, child's child, parent, grandparent, brother or sister of the whole or half blood and their spouses and the parent, brother, sister or child of a spouse.

“Remote interest” means:

- (a) That of a nonsalaried officer of a nonprofit corporation.

- (b) That of a landlord or tenant of the contracting party.
- (c) That of an attorney of a contracting party.
- (d) That of a member of a nonprofit cooperative marketing association.
- (e) The ownership of less than three percent of the shares of a corporation for profit, provided the total annual income from dividends, including the value of stock dividends, from the corporation does not exceed five percent of the total annual income of such officer or employee and any other payments made to him by the corporation do not exceed five percent of his total annual income.
- (f) That of a public officer or employee in being reimbursed for his actual and necessary expenses incurred in the performance of official duty.
- (g) That of a recipient of public services generally provided by the incorporated city or town, political subdivision or state department, commission, agency, body or board of which he is a public officer or employee, on the same terms and conditions as if he were not an officer or employee.
- (h) That of a public school board member when the relative involved is not a dependent, as defined in § 43-1001, or a spouse.
- (i) That of a public officer or employee, or that of a relative of a public officer or employee, unless the contract or decision involved would confer a direct economic benefit or detriment on the officer, the employee or his relative, of any of the following:
 - (i) Another political subdivision.
 - (ii) A public agency of another political subdivision.
 - (iii) A public agency except if it is the same governmental entity.
- (j) That of a member of a trade, business, occupation, profession or class of persons consisting of at least ten members which is no greater than the interest of the other members of that trade, business, occupation, profession or class of persons.

(k) That of a relative who is an employee of any business entity or governmental entity that employs at least twenty-five employees within this state and who, in the capacity as an employee, does not assert control or decision-making authority over the entity's management or budget decisions.

(l) The ownership of any publicly traded investments that are held in an account or fund, including a mutual fund, that is managed by one or more qualified investment professionals who are not employed or controlled by the officer or employee and that the officer or employee owns shares or interest together with other investors.

“Substantial interest” means any non-speculative pecuniary or proprietary interest, either direct or indirect, other than a remote interest.

“Gift or benefit” means a payment, distribution, expenditure, advance, deposit or donation of monies, any intangible personal property or any kind of tangible personal or real property. “Gift or benefit” does not include either:

(a) food or beverage, or

(b) expenses or sponsorships relating to a special event or function to which individuals are invited.

Conflict of Interest Disclosure Requirements

1. Each and every employee and officer of the District must file a Conflict of Interest Disclosure, in the form of SUSD Governing Board Policy Exhibit GBEEA-E, at least annually, and must attest either that the employee or officer has no conflict or alternatively must identify any existing conflict the employee or officer has.

2. In addition to annual disclosure, it is the responsibility of each and every employee or officer to notify, update and submit to the District's Legal Department and Human Resources Department within fifteen (15) calendar days of any new conflict arising.

Failure to comply with these conflict of interest disclosure requirements may result in discipline, up to and including termination of employment.

Vendor Relations

No employee of the District will accept gifts or benefits from any person, group, or entity doing, or desiring to do, business with the District. The acceptance of any business-related gratuity, gift or benefit is specifically prohibited, except for widely distributed, advertising items of nominal value.

This policy should not be construed to deem unacceptable inexpensive novelty advertising items of general distribution, such as greeting cards, T-shirts, mugs or pens. Acceptance of business meals and holiday gifts for general consumption are acceptable under this policy.

Employment of Close Relatives

No person employed by the District may be directly supervised by a close relative (spouse, child, child's child, parent, grandparent, brother or sister of the whole or half blood and their spouses and the parent, brother, sister or child of a spouse.). This policy will apply for summer or part-time work as well as for full-time employment.

A dependent of a Board member (a person more than half of whose support is obtained from a Board member) cannot be hired in the District except by consent of the Board. The spouse of a Board member cannot be employed by the District.

Adopted:

LEGAL REF.:

A.R.S.

15-213

[15-323](#)

[15-421](#)

[15-502](#)

[38-481](#)

[38-501](#) *et seq.*

38-503

38-504

41-2616

44-1407

Ariz. Att'y Gen. Op. 103-005. See also Ariz. Att'y Gen. Op. 183-111

CROSS REF.:

[BCB](#) - Board Member Conflict of Interest



MOHAVE DISTRICT ANNEX
Michelle G. Marshall, General Counsel
Louise E. Quezada, Paralegal
8500 Jackrabbit Road
Scottsdale, AZ 85250

Direct Line: 480-484-6250
Paralegal: 480-484-6181
FAX: 480-484-6237
Web site: www.susd.org

EMPLOYEE CONFLICT OF INTEREST DISCLOSURE MEMORANDUM

TO: Legal Department (Conflict Disclosure File)

CC: Human Resources (Personnel File)

FROM: _____
Employee/ Name (please print)

Re: EMPLOYEE CONFLICT OF INTEREST DISCLOSURE PURSUANT TO ARS §§38-501 to 511¹

Instructions:

1. Employee must file a Conflict of Interest Disclosure within five calendar days after commencing work or taking office and at least annually thereafter, either stating that the employee or the employee's relative has no conflict or identifying any conflict the employee or the employee's relative has.
2. All Conflict of Interest Disclosures shall be kept on file in the Legal Department.
3. It is the employee's responsibility to update and submit to both District Legal and Human Resources Departments within fifteen (15) calendar days of any new conflict arising after the date of the most recent disclosure.

Statement of Conflict

1. Identify the contract, sale, purchase, service, decision, case investigation, or other matter in which you or your relative may have a "substantial interest" under ARS §§38-501 to 511.
 - a. If applicable, identify the relative by name and relationship:

¹ Statutory definitions, including "relative," "remote interest," and "substantial interest," are attached.

2. Describe the “substantial interest” referred to above.

Statement of Disqualification (if you have a conflict as identified above)

To avoid any possible conflict of interest under ARS §§38-501 to 511, **I will refrain from participating in any manner in the matter identified above.**

Date: _____

Signature

Statement of No Conflict

(to be completed only if you do or your relative DOES NOT have a conflict)

_____(initial) I do **not** have, **and none of my relatives has**, a substantial interest in any contract, sale, purchase or service to Scottsdale Unified School District.

_____(initial) I do **not** have, **and none of my relatives has**, a substantial interest in any decision by the Scottsdale Unified School District Governing Board.

Date: _____

Signature

DEFINITIONS (ARS §38-502)

1. "Compensation" means money, a tangible thing of value or a financial benefit.
2. "Employee" means all persons who are not public officers and who are employed on a full-time, part-time or contract basis by an incorporated city or town, a political subdivision or the state or any of its departments, commissions, agencies, bodies or boards for remuneration.
3. **"Make known" means the filing of a paper which is signed by a public officer or employee and which fully discloses a substantial interest or the filing of a copy of the official minutes of a public agency which fully discloses a substantial interest. The filing shall be in the special file established pursuant to § 38-509.**
4. "Official records" means the minutes or papers, records and documents maintained by a public agency for the specific purpose of receiving disclosures of substantial interests required to be made known by this article.
5. "Political subdivision" means all political subdivisions of the state and county, including all school districts.
6. "Public agency" means:
 - (a) All courts.
 - (b) Any department, agency, board, commission, institution, instrumentality or legislative or administrative body of the state, a county, an incorporated town or city and any other political subdivision.
 - (c) The state, county and incorporated cities or towns and any other political subdivisions.
7. "Public competitive bidding" means the method of purchasing prescribed by title 41, chapter 23,1 or procedures substantially equivalent to such method of purchasing, or as provided by local charter or ordinance.
8. "Public officer" means all elected and appointed officers of a public agency established by charter, ordinance, resolution, state constitution or statute.
9. **"Relative" means the spouse, child, child's child, parent, grandparent, brother or sister of the whole or half blood and their spouses and the parent, brother, sister or child of a spouse.**
10. **"Remote interest" means:**
 - (a) That of a nonsalaried officer of a nonprofit corporation.
 - (b) That of a landlord or tenant of the contracting party.
 - (c) That of an attorney of a contracting party.
 - (d) That of a member of a nonprofit cooperative marketing association.
 - (e) The ownership of less than three percent of the shares of a corporation for profit, provided the total annual income from dividends, including the value of stock dividends, from the corporation does not exceed five percent of the total annual income of such officer or employee and any other payments made to him by the corporation do not exceed five percent of his total annual income.
 - (f) That of a public officer or employee in being reimbursed for his actual and necessary expenses incurred in the performance of official duty.
 - (g) That of a recipient of public services generally provided by the incorporated city or town, political subdivision or state department, commission, agency, body or board of which he is a public officer or employee, on the same terms and conditions as if he were not an officer or employee.
 - (h) That of a public school board member when the relative involved is not a dependent, as defined in § 43-1001, or a spouse.

(i) That of a public officer or employee, or that of a relative of a public officer or employee, unless the contract or decision involved would confer a direct economic benefit or detriment on the officer, the employee or his relative, of any of the following:

(i) Another political subdivision.

(ii) A public agency of another political subdivision.

(iii) A public agency except if it is the same governmental entity.

(j) That of a member of a trade, business, occupation, profession or class of persons consisting of at least ten members which is no greater than the interest of the other members of that trade, business, occupation, profession or class of persons.

(k) That of a relative who is an employee of any business entity or governmental entity that employs at least twenty-five employees within this state and who, in the capacity as an employee, does not assert control or decision-making authority over the entity's management or budget decisions.

(l) The ownership of any publicly traded investments that are held in an account or fund, including a mutual fund, that is managed by one or more qualified investment professionals who are not employed or controlled by the officer or employee and that the officer or employee owns shares or interest together with other investors.

11. "Substantial interest" means any nonspeculative pecuniary or proprietary interest, either direct or indirect, other than a remote interest.

Consent Item:

Approve the Revision and Adoption of Governing Board Policy BDG School Attorney, Evaluation Instruments and Position Description

Submitted by:
Michelle G. Marshall, General Counsel

Funding:
N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the adoption and/or revisions of the following Governing Board policy, Exhibit and Job Description:

- BDG – School Attorney (Revision)
- BDG – E - Evaluation Instruments
- General Counsel Job Description

BACKGROUND:

Administration is recommending the revisions as presented to the Governing Board by outside counsel. This policy was reviewed by the Board for first read on March 8, 2018 and April 12, 2018 and approved on Consent on April 17, 2018. The policy with additional revisions was reviewed by the Board for a first read on August 9, 2018. Accordingly, the Board has satisfied Governing Board Policy BGB, Policy Adoption, which requires a first read and second read prior to adoption.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to increased academic achievement and organizational health.

This aligns to District Goal:

- X 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- X 4 Organizational Health
- 5 School Safety

BDG SCHOOL ATTORNEY

The Governing Board may choose to hire General Counsel for the District. The General Counsel is expected to represent, advise and assist the District's administration on a daily basis, but shall recognize that the position of General Counsel exists to represent the organization acting through its duly elected Governing Board. The General Counsel may communicate directly with the Governing Board.

The Governing Board and Superintendent will work together to develop a search and hiring process for the General Counsel position when needed. Compensation and purpose should be determined at the time of employment.

The Governing Board shall evaluate the performance of the General Counsel, after receiving input from the Superintendent and General Counsel.

- The evaluation process shall include an informal mid-year review and year-end review. At the year-end review, the Board shall complete a consensus evaluation utilizing the Board approved evaluation instrument (Exhibit BDG-E).
- The Board shall complete the evaluation process in or about June of each year, unless otherwise agreed by the Board and the General Counsel.
- The evaluation instrument may include a limited number (no more than five (5) annual operational goals that are aligned to the District's strategic plan and annual goals; the Board shall consult with the Superintendent and General Counsel regarding the annual goals and to establish tools to measure objectives to be included in the evaluation instrument. Annual goals shall be determined between August 1 and September 30 each year.
- The Board shall conduct General Counsel's reviews in executive session. The Governing Board shall provide the General Counsel the opportunity to participate in all or part of the executive session(s) to allow for discussion.
- The General Counsel may submit a response to the evaluation.

The Superintendent or Board member may confer with the District's General Counsel. The Superintendent, General Counsel and the President of the Board

shall be designated as the representatives of the District who may confer with outside counsel.

Only the Superintendent, General Counsel or Board President may authorize Board members or staff to contact outside legal counsel regarding District matters. The District will not be responsible for fees that accrue because of unauthorized individual Board member or staff consultation with outside legal counsel.

The Governing Board retains the authority to terminate the employment of General Counsel, in compliance with applicable state laws, Board Policy and the General Counsel's employment contract.

Adopted: August _____, 2018

LEGAL REF.:

A.R.S.

[11-532](#)

[15-341](#)

[15-343](#)

[38-431.07](#)

5229734.1

GENERAL COUNSEL EVALUATION INSTRUMENT

(COMPLETED BY THE GOVERNING BOARD)

POSITION OBJECTIVE:

The General Counsel is expected to represent, advise and assist the District's administration on a daily basis, but shall recognize that the position of General Counsel exists to represent the organization acting through its duly elected Governing Board.

Rating Scale Definitions

- | | |
|---------------------|---|
| Does not meet – 1 | Often does not meet expected and requested duties. |
| Partially meets – 2 | Often meets expected and requested duties. |
| Meets – 3 | Consistently meets expected and requested duties. |
| Exceeds – 4 | Consistently goes above and beyond expected and requested duties. |

I. Performance of Position Duties and Responsibilities

1. Manages all legal matters on behalf of the District, including student matters, personnel, litigation, administrative proceedings, legal compliance (including drafting and/or reviewing and updating district policies), contracts and general legal advice.

Annual Goal: (if applicable)

Rating: _____

Comments:

2. Manages all litigation assigned to outside legal services vendors.

Annual Goal: (if applicable)

Rating: _____

Comments:

3. Makes recommendations to the District and Governing Board on legal matters, as required.

Annual Goal: (if applicable)

Rating: _____

Comments:

4. Provides training for the Governing Board and District staff on appropriate legal issues.

Annual Goal: (if applicable)

Rating: _____

Comments:

5. Attends Board meetings as needed to provide legal advice to the Governing Board and Administration.

Annual Goal: (if applicable)

Rating: _____

Comments:

6. Responsible for the review of contracts and other legal documents requiring Governing Board approval.

Annual Goal: (if applicable)

Rating: _____

Comments:

7. Works with the District's Public Information Officer to develop public statements on legally sensitive issues.

Annual Goal: (if applicable)

Rating: _____

Comments:

8. Coordinates responses to requests for public records, student records and employee records.

Annual Goal: (if applicable)

Rating: _____

Comments:

9. Reviews experience ratings with insurance providers to address liability concerns, (e.g., worker and student safety).

Annual Goal: (if applicable)

Rating: _____

Comments:

10. Reviews and provides recommendations regarding the Risk Management function cost containment and reporting procedures, safe work environments, employee productivity and accident and claims reduction.

Annual Goal: (if applicable)

Rating: _____

Comments:

11. Supervises Paralegal

Annual Goal: (if applicable)

Rating: _____

Comments:

12. Supervises Risk Management

Annual Goal: (if applicable)

Rating: _____

Comments:

II. Business Acumen & Cultural Fit

1. Consistent representation of values (student-centric, responsive, growth-minded, humble).

Annual Goal: (if applicable)

Rating: _____

Comments:

2. Professional demeanor and high ethical standards.

Annual Goal: (if applicable)

Rating: _____

Comments:

3. Demonstrates leadership, good stewardship and fiduciary responsibilities.

Annual Goal: (if applicable)

Rating: _____

Comments:

III. OTHER FEEDBACK AND RECOMMENDATIONS:

5199643.1

GENERAL COUNSEL EVALUATION INSTRUMENT

(COMPLETED BY SUPERINTENDENT)

POSITION OBJECTIVE:

The General Counsel is expected to represent, advise and assist the District's administration on a daily basis, but shall recognize that the position of General Counsel exists to represent the organization acting through its duly elected Governing Board.

Rating Scale Definitions

- | | |
|---------------------|---|
| Does not meet – 1 | Often does not meet expected and requested duties. |
| Partially meets – 2 | Often meets expected and requested duties. |
| Meets – 3 | Consistently meets expected and requested duties. |
| Exceeds – 4 | Consistently goes above and beyond expected and requested duties. |

I. Performance of Position Duties and Responsibilities

1. Manages all legal matters on behalf of the District, including student matters, personnel, litigation, administrative proceedings, legal compliance (including drafting and/or reviewing and updating district policies), contracts and general legal advice.

Annual Goal: (if applicable)

Rating: _____

Comments:

2. Manages all litigation assigned to outside legal services vendors.

Annual Goal: (if applicable)

Rating: _____

Comments:

3. Makes recommendations to the District and Governing Board on legal matters, as required.

Annual Goal: (if applicable)

Rating: _____

Comments:

4. Provides training for the Governing Board and District staff on appropriate legal issues.

Annual Goal: (if applicable)

Rating: _____

Comments:

5. Attends Board meetings as needed to provide legal advice to the Governing Board and Administration.

Annual Goal: (if applicable)

Rating: _____

Comments:

6. Responsible for the review of contracts and other legal documents requiring Governing Board approval.

Annual Goal: (if applicable)

Rating: _____

Comments:

7. Works with the District's Public Information Officer to develop public statements on legally sensitive issues.

Annual Goal: (if applicable)

Rating: _____

Comments:

8. Coordinates responses to requests for public records, student records and employee records.

Annual Goal: (if applicable)

Rating: _____

Comments:

9. Reviews experience ratings with insurance providers to address liability concerns, (e.g. worker and student safety).

Annual Goal: (if applicable)

Rating: _____

Comments:

10. Reviews and provides recommendations regarding the Risk Management function cost containment and reporting procedures, safe work environments, employee productivity and accident and claims reduction.

Annual Goal: (if applicable)

Rating: _____

Comments:

11. Supervises Paralegal

Annual Goal: (if applicable)

Rating: _____

Comments:

12. Supervises Risk Management

Annual Goal: (if applicable)

Rating: _____

Comments:

II. Business Acumen & Cultural Fit

1. Consistent representation of values (student-centric, responsive, growth-minded, humble).

Annual Goal: (if applicable)

Rating: _____

Comments:

2. Professional demeanor and high ethical standards.

Annual Goal: (if applicable)

Rating: _____

Comments:

3. Demonstrates leadership, good stewardship and fiduciary responsibilities.

Annual Goal: (if applicable)

Rating: _____

Comments:

III. OTHER FEEDBACK AND RECOMMENDATIONS:

5208337.1

GENERAL COUNSEL SELF-EVALUATION INSTRUMENT

POSITION OBJECTIVE:

The General Counsel is expected to represent, advise and assist the District's administration on a daily basis, but shall recognize that the position of General Counsel exists to represent the organization acting through its duly elected Governing Board.

Rating Scale Definitions

- Does not meet – 1 Often does not meet expected and requested duties.
- Partially meets – 2 Often meets expected and requested duties.
- Meets – 3 Consistently meets expected and requested duties.
- Exceeds – 4 Consistently goes above and beyond expected and requested duties.

I. Performance of Position Duties and Responsibilities

- 1. Manages all legal matters on behalf of the District, including student matters, personnel, litigation, administrative proceedings, legal compliance (including drafting and/or reviewing and updating district policies), contracts and general legal advice.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

- 2. Manages all litigation assigned to outside legal services vendors.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

- 3. Makes recommendations to the District and Governing Board on legal matters, as required.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

4. Provides training for the Governing Board and District staff on appropriate legal issues.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

5. Attends Board meetings as needed to provide legal advice to the Governing Board and Administration.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

6. Responsible for the review of contracts and other legal documents requiring Governing Board approval.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

7. Works with the District's Public Information Officer to develop public statements on legally sensitive issues.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

8. Coordinates responses to requests for public records, student records and employee records.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

9. Reviews experience rating with insurance providers to address liability concerns, (e.g., worker and student safety).

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

10. Reviews and provides recommendations regarding the Risk Management function cost containment and reporting procedures, safe work environments, employee productivity and accident and claims reduction.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

11. Supervises Paralegal

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

12. Supervises Risk Management

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

II. Business Acumen & Cultural Fit

1. Consistent representation of values (student-centric, responsive, growth-minded, humble).

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

2. Professional demeanor and high ethical standards.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

3. Demonstrates leadership, good stewardship and fiduciary responsibilities.

Annual Goal: (if applicable)

Measurement Tools:

Rating: _____

Comments:

III. OTHER FEEDBACK AND RECOMMENDATIONS:

5199595.1

Consent Item:

Authorization for Execution of Agreements and/or Contracts

Submitted by:

Dr. John Kriekard, Acting Superintendent
Michelle G. Marshall, General Counsel

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the Chief Financial Officer, to execute Agreements and/or Contracts in addition to the Superintendent and/or Assistant Superintendent of Human Resources, Assistant Superintendent of Education Services, Assistant Superintendent of Secondary Education and Assistant Superintendent of Elementary Education for the 2018-2019 fiscal year, whenever appropriate.

BACKGROUND:

Throughout each fiscal year, the District enters into many types of Agreements and/or Contracts related to various activities, programs and/or events that require the signature of an authorized Administrator.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to organizational health.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Consent Item:

Approval of Phase 2 of Upgrade and Expansion of Video Security System

Submitted by:

Debi Spaulding, Chief Systems Officer
 James Dorer, Chief Security Officer
 Dennis Roehler, Director of Facilities

Funding:

Bond (630), Capital
 Override (611)

RECOMMENDATION:

It is recommended the Governing Board approve Phase 2 of Upgrade and Expansion of the Video Security project. The awards of purchase orders will be as follows:

Item(s)	Procurement Method	Company	Pre-Tax	With Tax
Cameras, Mounts Licensing	NIPA-TCPN Cooperative Contract #R160202	Connection (GovConnection)	\$72,043	\$ 78,491
Cabling	Written Competitive Quotes	Interstate Technology Systems	\$20,595	\$ 22,438
Servers	State Contract WN01AGW	Dell Inc.	\$85,188	\$ 92,812
Phase 2 Totals			\$177,826	\$193,742

BACKGROUND:

The Voter Pamphlet for the 2016 Bond request included \$3,090,000 for “school safety measures (including improvements at existing campuses, camera systems, etc.). This request is one component of the school security measures; upgrading and expanding the existing video security system.

Video surveillance of a campus assists us in addressing the safety and security of our students and staff during school hours and at all after school activities and programs. The presence of visible surveillance cameras at strategic locations deters thefts, vandalism and illegal activities. Real-time monitoring of surveillance systems allows us to take quick action in case of emergencies.

Currently, SUSD has disparate video systems at our various sites. This project will provide the following:

- Add 256 cameras across 29 schools;
- Add video servers at 33 sites (DCES/DCMS to share);
- Provide unified system for video surveillance at 29 schools and 6 support sites;
- Provide onsite access and remote access to real-time footage.

This project will take place in three phases:

- Phase 1 - Elementary K-5, Elementary K-8 and Middle Schools upgrades to take place in this current fiscal year.
- Phase 2 - High School and Support Sites to take place in FY19.

- Phase 3 – Upgrading of pre-existing cameras at all sites in FY20 and FY21.

Funding for the project will be from multiple sources:

- Bond
- IT Capital Override
- Capital

Availability of Funds

According to the 2016 Bond Override Pamphlet, \$3,090,000 was set aside for safety and security. Of that, \$256,000 was earmarked for video cameras. This full amount was expended on Phase 1 of the Project.

IT Capital Override Budget for FY19, original budget \$5,515,000. Current remaining budget balance is \$4,617,395.

Capital Budget for FY19, original budget is \$535,000.

Costs:

Site	Total New Cams	Camera + Mount Cost	Special Mount	Cat6 Drop	Cabling Cost	Existing Camera	Cam Licenses	Existing Camera Licensing	Server	Server Licensing	Encoder Cameras	Panasonic Encoder	Quantity Cameras on Encoders	Total w/o UPS	w/ Tax
P1 FY18	189	\$ 56,982	0	189	\$ 48,515	190	139	\$ 8,025	\$ 165,580	\$ 9,858	51	\$ 7,648	16	\$296,608	\$323,154
P2 FY19	67	\$ 22,057	\$ 106	67	\$ 20,595	479	269	\$ 15,532	\$ 85,188	\$ 4,714	210	\$ 29,635	62	\$177,827	\$193,742
		\$ 79,039	\$ 106	256	\$ 69,110	669	408	\$ 23,558	\$ 250,768	\$ 14,572	261	\$ 37,282	78	\$474,435	516,897

Procurement:

Item(s)	Procurement Method	Company
Cameras, Mounts Licensing	NIPA-TCPN Cooperative Contract #R160202	Connection (formerly GovConnection)
Servers	State Contract WN01AGW	Dell Inc.
Cabling	Sent out to four vendors for quotes, selected lowest price out of two quotes received. ITS: \$72,710 Amer-X Security: \$89,300 Accel: No bid Troxell: No bid	Interstate Technology Systems

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Funding

Phase	Cost	Bond	Capital (TBD)	FFE Override	IT Override
P1 FY18	\$323,154	256,000			67,154
P2 FY19	\$193,742		180,000		13,742

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Video Surveillance and Security provides improved school safety.

This aligns to District Goal:

- 1 Academic Achievement
- 2 Fiscal Stability
- 3 External Communication
- 4 Organizational Health
- 5 School Safety

Action Item:

Possible Approval of Contract for Dr. John Kriekard

Submitted by:

Michelle Marshall, District General Counsel

Funding:

M&O

RECOMMENDATION:

It is recommended the Governing Board approve an employment contract for Dr. John Kriekard.

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Action Item:

Possible Approval of an Interim Superintendent and/or Superintendent Search Firm

Submitted by:

Michelle Marshall, District General Counsel

Funding:

M&O

RECOMMENDATION:

It is recommended the Governing Board approve an Interim Superintendent and/or Superintendent Search Firm.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to improved external communication.

This aligns to District Goal:

- 1 Academic Achievement
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Action Item:

**Arizona School Boards Association (ASBA) Proposed 2019 Political Agenda
Recommended by the Legislative Committee**

Submitted by:

Barbara Perleberg, Governing Board President

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board approve the ASBA Proposed 2019 Political Agenda as recommended by the ASBA Legislative Committee and direct its Delegate as to the Board's direction in voting.

IMPACT ON STUDENTS AND DISTRICT GOAL ALIGNMENT

Positive governance leads to improved external communications.

This aligns to District Goal:

- 1 Academic Achievement
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Action Item:

**Selection of a Delegate and Alternate to the Arizona School Boards Association
(ASBA) Delegate Assembly September 8, 2018**

Submitted by:

Dr. John Kriekard, Acting Superintendent

Funding:

N/A

RECOMMENDATION:

It is recommended that the Governing Board select a Delegate and an Alternate to the ASBA September 8, 2018 Delegate Assembly at the J.W. Camelback Inn, 5402 E. Lincoln Drive, Scottsdale, AZ.

BACKGROUND

The Delegate or Alternate will represent the SUSD Governing Board at the Delegate Assembly.

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