



1525 W. Frye Road
Chandler, Arizona 85224
and
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Minutes of a Regular Board Meeting of the Governing Board

Office of the Board
Maricopa County, Arizona
January 27, 2021
7:00 p.m.

1. Executive Session - 5:00 pm

1.01 Adjourn to Executive Session-Legal Advice Superintendent Search

Motion to Adjourn to Executive Session per to A.R.S. §38-431.03(A)(3) and (A)(4) discussion or consultation with the Board's attorney regarding the Superintendent Search process and related contract or other matters and possible direction to the Board's attorney regarding contracts that may be the subject of negotiations.

Motion by Lara E Bruner, second by Lindsay A Love.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

1.02 Adjourn from Executive Session
Adjourned at 5:55 pm

1.03 Adjourn to Executive Session-Meet & Confer

Motion to Adjourn to Executive Session per A.R.S. §38-431.03(A)(5), discussions or consultations with designated representatives of the public body in order to consider its position and instruct its representatives regarding negotiations with employee organizations regarding the salaries, salary schedules or compensation paid in the form of fringe benefits of employees of the public body.

Motion by Lara E Bruner, second by Lindsay A Love.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

1.04 Adjourn from Executive Session
Adjourned at 7:00 pm

2. Opening Items - 7:05 pm

2.01 Roll Call

Barb Mozdzen, Board President; Lara Bruner, Lindsay Love, and Joel Wirth, Board Members, were present. Jason Olive, Board Vice President; joined by phone.

Dr. Camille Casteel, Superintendent; Lana Berry, Chief Financial Officer; Frank Fletcher, Associate Superintendent for Support Services; Sandy Cooper, Assistant Superintendent; Dr. Craig Gilbert, Assistant Superintendent of Secondary Education; Mr. Frank Narducci, Assistant Superintendent of Elementary Education; Larry Rother, Senior Executive Director of PK-12 Educational Services; and Terry Locke, Director of Community Relations; were present. Dr. Wendy Nance, Assistant Superintendent for Human Resources, was excused.

2.02 Pledge of Allegiance / Moment of Silence

3. Routine Business

3.01 Approve the Minutes of the January 13, 2021 Regular Board Meeting

Motion to approve the minutes of the January 13, 2021 Regular Board Meeting as presented.

Motion by Lindsay A Love, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

3.02 Approval and Ratification of Payroll and Expenditure Vouchers

Approve and Ratify Payroll for January 14, 2021 and Current Expenditures

Motion by Lindsay A Love, second by Lindsay A Love.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

3.03 Correspondence

No correspondence presented.

4. Report / Presentation

4.01 Student Body President Comments

Student Body Presidents Reed Uhlik - Basha High School; Brooke Romero - Hamilton High School; and Miri Chan - Perry High School, gave an update on events and activities at their respective schools.

5. Public Hearing

5.01 CUSD 301 Pay for Performance (PFP) 2020-2021

A.R.S. 15-977 (Classroom Site Fund) requires that a school district governing board must adopt a performance-based compensation system in order to allocate funding from the classroom site fund. The 2020-2021 Proposition 301 Pay for Performance Plan has minor changes from last year's plan and have been approved by the District's SuperProp Committee. Dr. Craig Gilbert, Assistant Superintendent of Secondary Education, reviewed the changes for this year.

These changes consist of:

- Anticipated payment of \$3,200 per staff member to be paid in 2020-2021
- No Professional Development requirements
- The CUSD Pay for Performance Plan has two components which will be based on:
 1. 50% (\$1,600) is contingent upon the Journey 2025 District Achievement goals
 2. 50% (\$1,600) is based on Teachers Performance Classification

Approval of this performance-based compensation system will be requested during the February 10, 2021 Regular Board Meeting.

6. Comments

6.01 Citizen Comments

Terry Locke, Director of Community Relations, summarized 163 comments submitted to the board electronically, organized by topic. The comments are available in their entirety on the website <https://www.cusd80.com/Page/112856>.

Kurt Rohrs, parent, promoted teaching character in schools, stating that the District plays an important role in influencing our children and it is our duty to become peacemakers.

Katie Nash, CEA president, recognized the amazing support staff who kept us running since March acknowledging some took pay cuts, were assigned new duties and have done an outstanding job. She hopes we don't have to implement the RIF policy and asked the board to consider using contingency funds, citing some ideas from other districts.

Karen Lambourne, grandparent, referred to President Biden's decision regarding students identifying as a certain sex and playing sports.

7. Consent Agenda

7.01 Monetary Gifts

Requested approval of the monetary gifts generously donated to Chandler Schools totaling \$84,281.99.

7.02 Donations

Requested approval of items generously donated to Chandler schools totaling \$219.99.

7.03 Job Description - Food & Nutrition

Recommended approval of revised Job Description for Food & Nutrition Supervisor II - Vendor & Product Control.

7.04 Human Resources

Employment, Separation, and Compensation.

Approve the Consent Agenda as presented.

Motion by Lindsay A Love, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

8. Action Items

8.01 Approve amended academic calendar to remove one instructional day and authorize the Superintendent, or her designee, to execute any forms or documents to effectuate this change and confirm that the District will provide students with the State-mandated minutes of instruction during the 2020-2021 school year.

Pursuant to Board action taken on January 4, 2021, schools were closed for instruction on January 5, 2021, to allow staff to prepare for the students to return to virtual instruction. The academic calendar now needs to be revised to reflect the day the schools were closed for instruction. The academic calendar does not need to be extended because the State-mandated minutes of instruction will be provided without requiring any additional days or minutes added to the 2020-2021 school term. To document that the District will have provided students with the State-mandated minutes of instruction during the 2020-2021 school year, the Governing Board was requested to authorize the Superintendent, or her designee, to complete and submit to the Arizona Department of Education any forms needed to document the District's Compliance with A.R.S. 15-341.01 and/or any other related State laws.

Approve amended academic calendar to remove one instructional day and authorize the Superintendent, or her designee, to execute any forms or documents to effectuate this change and confirm that the District will provide students with the State-mandated minutes of instruction during the 2020-2021 school year.

Motion by Lindsay A Love, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

8.02 Policy GCQA - Professional Staff Reduction in Force Revision

Chandler Administration has recommended changes to Policy GCQA - Professional Staff Reduction in Force as a result of reviewing the current policy. Although Chandler has not used a reduction in force policy in more than thirty years, and this policy has not been revised for ten years, revisions are presented to include job performance as an indicator for consideration in order to ensure that a quality workforce is maintained that will be able to perform the District's educational programs. Requested approval.

Approve Policy GCQA - Professional Staff Reduction in Force revisions as presented.

Motion by Joel H Wirth, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

8. Action Items (cont'd)

- 8.03 Superintendent / Interim Superintendent Search - Approve Information and Invitation to Apply for Position and Related Direction to Administration
Approve invitation to apply for the position of Interim Superintendent as presented to the Governing Board tonight and direct the administration to appropriately post the same.

Motion by Lindsay A Love, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

- 8.04 Superintendent / Interim Superintendent Search – Approve Letter to Community and related direction to Administration
Lara Bruner explained the board would like to hire a one-year interim while they conduct a complete search.

Approve the letter to the Chandler Unified School District community as presented to the Governing Board tonight and further move to direct the administration to disseminate the letter to the CUSD community.

Motion by Lindsay A Love, second by Jason R Olive.

Final Resolution: Motion Carries

Aye: Barb R Mozdzen, Jason R Olive, Lara E Bruner, Lindsay A Love, Joel H Wirth

- 8.05 Superintendent / Interim Superintendent Search – Approve Direction Given to Legal Counsel in Executive Session 1.01
No action needed.

9. Information Items

- 9.01 CUSD Board Agenda Roadmap
Board members discussed upcoming events and activities.

- 9.02 Superintendent Comments
Dr. Casteel announced that we will be offering COVID-19 Moderna vaccinations to staff at our schools and also local childcare workers, private and charter schools. Thank you to Frank Fletcher, Amber Stouard, and Larry Rother for working with our partners Core Construction, Chasse Builders, McCarthy and Concord and the many volunteers who have offered to help with the organization and directing traffic. It is truly a team effort.
CUSD will also be offering the rapid testing at the old Transportation facility February 8-12th. This will also be open to the community. We are currently working with Dignity Health and Maricopa County to provide CUSD staff, approximately 1,400-1,600 employees, who received their first dosage of the Pfizer vaccine and are in need of the second dose. We will be given a link to sign up for an invitation to schedule.
Dr. Casteel concluded by thanking the board members for their patience with all the study sessions, executive sessions, and meetings lately.

- 9.03 Board Member Recognition / Comments
Jason Olive explained that he was now understanding how students felt because he is under quarantine from everyone, including his family. Thank you to the administration for their efforts to set up the vaccine for staff, acknowledging it has been a lot of work.
Joel Wirth said he was scheduled for surgery on February 2nd and may miss 2-3 weeks of meetings.
Barb Mozdzen expressed appreciation for people tuning in to the live stream to watch the board meeting. She also enjoyed having the student body presidents present tonight and thanked the work of the support staff, certified staff, administrators, and students that make this district amazing.

10. Adjournment

- 10.01 Adjourn the Meeting
Meeting adjourned at 8:17 pm.

Board President